EQUAL OPPORTUNITY
EMPLOYMENT UTILIZATION STUDY

331.133
TOR

City of Toronto

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TO:	City of Toronto Executive Committee
SUBJECT:	Equal Employment Opportunity Utilization Study on Visible Minorities
ORIGIN:	Executive Director, Management Services Department (c10exec81134:97)

This report on visible minority groups is submitted in response to a recommendation from Toronto City Council. On August 18, 1980, the City of Toronto Council amended the Equal Opportunity Annual Review and requested the Executive Director of Management Services in conjunction with the Human Resources Development Committee to develop a program for special groups and report back to Council.

This report includes only data on visible minority groups. Statistics on the employment of disabled persons will be submitted in September, 1981, in the report from the Outreach Recruitment Officer, who was appointed as part of the City's program for the Year of the Disabled. The Management Services Department has also begun a scrutiny of its recruiting functions, instituted some initial changes in interviewing techniques and eliminated the use of certain tests which have proved to be culturally biased.

This report is in two parts. Part one provides the results of the internal survey and part two provides the data on the community-at-large.

The first attempt to collect data on the external workforce proved very little information exists and identified the data gaps in the information required to produce a comprehensive picture of the situation. It was intended to present a statistical report of the occupational distribution of visible minorities and provide availability statistics to allow for a logical comparison of employees employed by the City with the applicable 1980 workforce and graduates statistics from 1979. As evidenced by the external information provided, this has proved impossible.

Since the mandate given to Management Services was to develop a program based on the current Equal Opportunity Program for men and women, the following guidelines were developed so that Council could evaluate the methodology and the resource allocation required to implement such a recommendation.

GUIDELINES FOR SETTING UP AN EQUAL EMPLOYMENT PROGRAM FOR VISIBLE MINORITIES

Internal

1. On-going monitoring of employment practices including a review of the success rate of applicants.

2. On-going monitoring of all programs, reports and policies to ensure that they respond to the needs of cultural communities.

3. Establishment of a program of staff development, and/or in service training (awareness seminars) for all staff so that they become aware and responsive to the changing nature of the City of Toronto's population.

Internal and External

4. Establishment of a data bank to include information on visible minorities, the disabled and women. Co-operation should be sought with senior levels of government, including the Municipality of Metropolitan Toronto, other boroughs within Metropolitan Toronto, Boards of Education and community groups. Guidelines for the collection of data on the three groups (i.e. visible minorities, women and the disabled are):

   a) Employment and unemployment levels by group;

   b) Employment distribution by occupation and group;

   c) Employment distribution by industry and group;

   d) Characteristics of members of the group, i.e. education and professional training, relationship to the labour market -- turnover, absenteeism, promotion, work experience, etc.;

   e) Wages (total incomes and wage rates) by group, sex and occupation;

f) Data to be collected for civic employees and the community-at-large.

External

5. Develop and maintain a liaison with community organizations and agencies working with the multi-cultural population, especially in areas related to employment discrimination.

6. Approach senior levels of government for co-operation and assistance (including funding) to develop a data-base, as outlined in item 4.

7. Seek co-operation with the private sector with the aim of improving employment opportunities for visible minority groups. Four identifiable areas for this activity are:

   a) Encouragement of the establishment of more English as a second language programs in the workplace;

   b) Improving and increasing the employment of members of the visible minority groups;

   c) Consideration of previous work experience and assessment of skills to determine the degree of transferability to the Canadian context. Previous non-Canadian work experience should also be examined with respect to wage classifications;

d) Establishment of apprenticeship and other training programs in order to adapt existing skills to the Canadian context.

RESOURCES -- (All Figures are Approximate and Based on 1981 Dollars. (000's)

Staff

Program Development Officer	403 --	22.5 to 27.6
Research Statistician	403 --	22.5 to 27.6

Space

As required for above

Materials and Supplies

Set-up costs for staff	.9
Equipment	2.4
Printing (reports, pamphlets, research)	5.0
CRT Terminal and Datamex	---
Films, equipment etc.	3.0

Purchase of Services

Consultants for Workshops, Awareness Seminars	5.0
	71.5

July 27, 1981

SUMMARY

SUMMARY

The survey of the City's workforce found that 6.7 percent (394 out of a total of 5858) of the employees who were included in the survey were identified as belonging to a visible minority group. Using guidelines from the Ontario Human Rights Commission, the visible minority group members included in this survey were people with the following background: Blacks, Asians, South Asians, South-East Asians, Canadian Indian, Metis and Inuit.

Visible Minority group members found employment most often in the clerical category (13.5%) and Professional, Managerial and Technical category (12.2%).

An attempt was made to generate comparable data on the visible minority workforce for the community at large. This was attempted in order to place the results of the City's staff survey in context.

The existing data is limited and only allows for general estimates about the size of the various groups in the workforce. These limits are outlined in the report on external data. In the absence of this data it is not possible to say whether the workforce matches the estimated 15 to 20 percent Visible Minority population. If this 15 to 20 percent estimate of the size of the Visible Minority population for Metropolitan Toronto is adopted, some studies indicate that this range is similar for the City of Toronto.

Another reason for providing estimates for the Metropolitan Toronto area lies in the fact that this area provides the employee base for the City of Toronto. Similarly, many of the organizations that are interested in the discrimination and difficulties that affect these groups have a Metropolitan service base.

Some of the available data on the skill levels of minority group members is located in immigration records which list educational levels of attainment and intended occupation. However, this data can only be used for minority group members who have moved to Canada. Minority group members who were born in Canada are not captured in immigration data.

Reports from the Boards of Education provide information on Country of Birth and the language background of students in their respective systems. These reports do not identify a significant group of children who belong to the visible minority group. The largest group of these children are those who are English-speaking and whose parents come from Caribbean countries, or who are U.S. or Canadian blacks.

HIGHLIGHTS

Internal Data

HIGHLIGHTS -- INTERNAL DATA

1. The employment level of people from visible minority groups in the Corporation of the City of Toronto during the period of the survey is 6.7 percent, representing 394 out of a total of 5858 employees included in the survey.

2. The level of employment of visible minority people among City of Toronto civic employees does not appear to represent the estimated size of the visible minority community which appears to be in the order of 15 to 20 percent of the City's population. There is little existing data on the workforce for comparison.

3. The highest employment rates of people identified as belonging to a visible minority group are in the Clerical category at 13.5% and the Professional, Technical and Managerial categories at 12.2%.

HIGHLIGHTS

External Data

HIGHLIGHTS -- EXTERNAL DATA

- The size of the visible minority population in Metropolitan Toronto is in the order of 15 to 20 percent. These percentages are approximately the same for the City of Toronto.

- There exists very little data on the number of visible minorities in the workforce and their levels of employment. In the absence of this data we are unable to say whether the workforce is in the 15 to 20 percent range. Existing data demonstrates that members of these groups are under-employed.

- Among the major sources of employment discrimination experienced by visible minority group members are the refusal to recognize non-Canadian work experience, refusal to accept non-Canadian qualifications, and the requirement for Canadian experience.

- Women minority group members experience a higher level of employment discrimination and unemployment than men minority group members.

- Forty percent of all immigrants to Canada designate Metropolitan Toronto as their destination.

- The dominant cultural group in Metropolitan Toronto is Anglo-Saxon, accounting for just under half of the total population.

- One of the most widespread problems indicated by immigrants is difficulty with the English language, especially writing.

INTERNAL REPORT

REPORT -- INTERNAL

Introduction

The Equal Opportunity Program Administrator met with the Human Rights Commission to develop the attached instrument to collect the internal workforce data on visible minorities within the City.

It was decided to collect the statistics by job title as the first step in developing a data-base to see if an Equal Opportunity Program for Visible Minorities was warranted at the City. The Human Rights Commission approved the study and agreed to work very closely with the Equal Opportunity Administrator to ensure the success of this program.

The attached statistical report of the occupational distribution of visible minorities is presented by department and by occupational category to ensure the confidentiality of the individual.

Management was responsible for collecting the information needed for this statistical overview. The special groups identified were selected to gather information about visible characteristics rather than birthplace and/or cultural background. For example, the South Asian category includes people from Africa, South America, the Caribbean, as well as India, Bangladesh and Canada.

The Special Groups Identified Included:

Special Group	Explanation
Black	Includes indivduals whose origin is Caribbean, U.S., African, Canadian, etc.
Asian	Includes individuals whose origin is Japanese, Chinese Korean, Canadian, etc.
South Asian	Includes individuals whose origin is East Indian, Pakistani, Caribbean, African, Canadian, etc.
South-East Asian	Includes individuals whose origin is Vietnamese, Filipino, Malaysian, Indonesian, Canadian, etc.
Canadian Indian/Metis/ Inuit	

Explanation of Job Categories

Category	Sample Job Title in Category
1. Professional, Technical and Managerial	Architect, structural designer technician (engineering, environmental), computer systems analyst and programmer, public health inspector & nurse , record analyst, law clerk, recreation field supervisor, auditor, manager of property, area planner A, policy planner B, etc.
2. Clerical Occupations	Stenographer, typist, computer programmer, purchasing clerk, material-supply clerk, telephone operator, mail clerk, tax credit clerk.

3. Services Occupations	Recreation co-ordinator, City Hall special constable, office cleaner, caretaker, superintendant.
4. Machine Trades	Automotive machinist, welder, mechanic, bindery operator.
5. Bench Work	Machine shop technican, electrical technician, sign maker, painter, heavy equipment handy-worker.
6. Structural Work	Flange cutter, painter, labourer, general maintenance worker etc.
7. Tradespeople	Painting, excavating, construction, etc.
8. Unevaluated	Clerks/inspectors/nurses etc. and jobs from reorganization.
9. Miscellaneous	Truck driver, chauffeur, litter picker, gardener, ground worker, rink operator, mechanic, public health inspector, estimator, information officer, fire fighter, etc.

INTERNAL STATISTICS

City of Toronto
Equal Employment Opportunity Utilization Study

Corporate

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK		ASIAN		SOUTH ASIAN		SOUTH EAST ASIAN		CANADIAN INDIAN/ METIS		INUIT		TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
			NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%		
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	987	33	3.3	62	6.3	15	1.5	10	1.0					120	12.2
2	CLERICAL	950	25	2.6	50	5.3	30	3.2	22	2.3	1	.1			128	13.5
3	SERVICES	330	6	1.8	3	.9					1	.3			10	3.0
4	MACHINE TRADES	94	3	3.2	2	2.1	3	3.2	1	1.1	1	1.1			10	10.6
5	BENCH WORK	43	3	7.0											3	7.0
6	STRUCTURAL WORK	278	9	3.2											9	3.2
7	TRADESPEOPLE	71	1	1.4											1	1.4
8	UNEVALUATED*	280	12	4.3	9	3.2	7	2.5	3	1.1					31	11.1
9	MISCELLANEOUS** (firefighters - 1262)	2825	50	1.8	12	.4	11	.4	2	.1	7	.3			82	2.9
	TOTAL	5858	142	2.4	138	2.4	66	1.1	38	.7	10	.2			394	6.7

* UNEVALUATED - CLERKS
NURSES, INSPECTORS, ETC.,
REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS,
TRUCK DRIVERS, CHAUFFEUR,
MECHANIC, PUBLIC HEALTH
INSPECTOR, ETC.

BLACK
ASIAN - JAPANESE, CHINESE, AND KOREAN
SOUTH ASIAN - EAST INDIAN, PAKISTANI
SOUTH-EAST ASIAN - VIETNAMESE, FILIPINO,
MALAYSIAN, AND INDONESIAN
CANADIAN INDIAN/METIS
INUIT

This form has been approved by the Human Rights Commission. The information collected will not be used to discriminate against any employee in their present or future employment.

City of Toronto
Equal Employment Opportunity Utilization Study

Department Audit

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	11	1	1	1	1			4	36.4
2	CLERICAL	21	2	2	4	1			9	42.9
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	2	1						1	50.0
9	MISCELLANEOUS**									
	TOTAL	34	4	3	5	2			14	41.2

* UNEVALUATED - CLERKS
NURSES, INSPECTORS, ETC.,
REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS,
TRUCK DRIVERS, CHAUFFEUR,
MECHANIC, PUBLIC HEALTH
INSPECTOR, ETC.

BLACK
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City of Toronto
Equal Employment Opportunity Utilization Study

Department Buildings and Inspections

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	35		4	3				7	20.0
2	CLERICAL	77	1		4				5	6.5
3	SERVICES	6							0	0.0
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	88	5	4	5	2			16	18.2
9	MISCELLANEOUS**	110		1	2				3	2.7
	TOTAL	316	5	10	10	6			31	9.8

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department City Clerk's

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	30	1		1	1			3	10.0
2	CLERICAL	96	1	5	5	4			15	15.6
3	SERVICES	9							0	0.0
4	MACHINE TRADES	3	1						1	33.3
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	29		1					1	3.4
9	MISCELLANEOUS**	8	1						1	12.5
	TOTAL	175	4	6	6	5			21	12.0

* UNEVALUATED - CLERKS
NURSES, INSPECTORS, ETC.,
REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS,
TRUCK DRIVERS, CHAUFFEUR,
MECHANIC, PUBLIC HEALTH
INSPECTOR, ETC.

BLACK
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City of Toronto
Equal Employment Opportunity Utilization Study

Department City Property

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	28	2	1					3	10.7
2	CLERICAL	38		2					2	5.3
3	SERVICES	213	3	1					4	1.9
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK	22							0	0.0
7	TRADESPEOPLE	55							0	0.0
8	UNEVALUATED*	13							0	0.0
9	MISCELLANEOUS**	46	7		3	1			11	23.9
	TOTAL	415	12	4	3	1			20	4.8

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Committee of Adjustment

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	1							0	0.0
2	CLERICAL	6		1					1	16.7
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	5	1			1			2	40.0
9	MISCELLANEOUS**									
	TOTAL	12	1	1		1			3	25.0

*UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

**MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Finance

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	23		4		1			5	21.7
2	CLERICAL	191	5	12	10	4			31	16.2
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	19							0	0.0
9	MISCELLANEOUS**	26							0	0.0
	TOTAL	259	5	16	10	5			36	13.9

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Fire

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	5							0	0.0
2	CLERICAL	9							0	0.0
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	1							0	0.0
9	MISCELLANEOUS**	1262	4						4	.3
	TOTAL	1277	4						4	.3

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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Equal Employment Opportunity Utilization Study

Department Housing

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0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	25		1	1				2	8.0
2	CLERICAL	35	3	4		1			8	22.9
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	20			1				1	5.0
9	MISCELLANEOUS**	5							0	0.0
	TOTAL	85	3	5	2	1			11	12.9

* UNEVALUATED - CLERKS
NURSES, INSPECTORS, ETC.,
REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS,
TRUCK DRIVERS, CHAUFFEUR,
MECHANIC, PUBLIC HEALTH
INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Labour Relations

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	12							0	0.0
2	CLERICAL	7							0	0.0
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*									
9	MISCELLANEOUS**									
	TOTAL	19							0	0.0

*UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

**MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Legal

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	42		2					2	4.8
2	CLERICAL	35	1	6	2	3			12	34.3
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*									
9	MISCELLANEOUS**	2							0	0.0
	TOTAL	79	1	8	2	3			14	17.7

*UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

**MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

BLACK
ASIAN - JAPANESE, CHINESE, AND KOREAN
SOUTH ASIAN - EAST INDIAN, PAKISTANI
SOUTH-EAST ASIAN - VIETNAMESE, FILIPINO, MALAYSIAN, AND INDONESIAN
CANADIAN INDIAN/METIS
INUIT

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Management Services

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	55		7					7	12.7
2	CLERICAL	50	1	2					3	6.0
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK	2							0	0.0
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	11			1				1	9.1
9	MISCELLANEOUS**									
	TOTAL	118	1	9	1				11	9.3

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Parks and Recreation

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	21							0	0.0
2	CLERICAL	29							0	0.0
3	SERVICES	96	3	2					5	5.2
4	MACHINE TRADES	1							0	0.0
5	BENCH WORK	4							0	0.0
6	STRUCTURAL WORK	26							0	0.0
7	TRADESPEOPLE	12	1						1	8.3
8	UNEVALUATED*	4							0	0.0
9	MISCELLANEOUS**	261	2	1	1				4	1.5
	TOTAL	454	6	3	1				10	2.2

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Planning and Development

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	108	4	4	3				11	10.2
2	CLERICAL	38	3	1	3				7	18.4
3	SERVICES									
4	MACHINE TRADES	1							0	0.0
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	5	1						1	20.0
9	MISCELLANEOUS**	2								
	TOTAL	154	8	5	6				19	12.3

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Public Health

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	414	19	27	6	7			59	14.3
2	CLERICAL	118	7	9	4	3	1		24	20.3
3	SERVICES									
4	MACHINE TRADES									
5	BENCH WORK									
6	STRUCTURAL WORK									
7	TRADESPEOPLE									
8	UNEVALUATED*	17	1	2					3	17.6
9	MISCELLANEOUS**	66	6	6	2				14	21.2
	TOTAL	615	33	44	12	10	1		100	16.3

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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City of Toronto
Equal Employment Opportunity Utilization Study

Department Public Works

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	168	6	11					17	10.1
2	CLERICAL	152	2	4	1	1			8	5.3
3	SERVICES	6					1		1	16.7
4	MACHINE TRADES	10							0	0.0
5	BENCH WORK	16	1						1	6.3
6	STRUCTURAL WORK	226	9						9	4.0
7	TRADESPEOPLE	4							0	0.0
8	UNEVALUATED*	63	3	2					5	7.9
9	MISCELLANEOUS**	1,032	30	4	3	1	7		45	4.4
	TOTAL	1,677	51	21	4	2	8		86	5.1

* UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

** MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

BLACK
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City of Toronto
Equal Employment Opportunity Utilization Study

Department Purchasing and Supply

OCC. CODE	OCCUPATIONAL CATEGORY	STRENGTH	BLACK	ASIAN	SOUTH ASIAN	SOUTH EAST ASIAN	CANADIAN INDIAN/ METIS	INUIT	TOTAL IN OCCUPATIONAL CATEGORY	% VISIBLE MINORITIES OF TOTAL
0 & 1	PROFESSIONAL, TECHNICAL AND MANAGERIAL	9							0	0.0
2	CLERICAL	49	1	1	1	1			4	8.2
3	SERVICES									
4	MACHINE TRADES	79	2	2	3	1	1		9	11.4
5	BENCH WORK	20	2						2	10.0
6	STRUCTURAL WORK	4							0	0.0
7	TRADESPEOPLE									
8	UNEVALUATED*	3							0	0.0
9	MISCELLANEOUS**	5							0	0.0
	TOTAL	169	5	3	4	2	1		15	8.9

*UNEVALUATED - CLERKS NURSES, INSPECTORS, ETC., REORGANIZATION JOBS.

**MISCELLANEOUS - FIRE FIGHTERS, TRUCK DRIVERS, CHAUFFEUR, MECHANIC, PUBLIC HEALTH INSPECTOR, ETC.

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EXTERNAL REPORT

Introduction

Many of the Canadian residents who are defined as members of a visible minority group are relatively new members of Canadian society. In this century there have been three identifiable waves of immigration to Canada. Between 1901 and 1921, 3,371,000 people migrated to Canada from Great Britain and from Northern and Central Europe. After the second world war, between 1951 and 1971, another 3,970,00 people came from Southern Europe, particularly the Mediterranean countries: Italy, Greece and the Azores.

Following this second wave of immigration of what is now called the white ethnic groups, the numbers of migrants from visible minority groups increased, that is people of East Indian, Chinese, Negro, etc. origins. (1) Between 1963 and 1967 the immigration of East Indians increased by 334% over the previous four year period, and between 1968 and 1973 by more than 231% over the 1963 - 1967 totals.

Similar increases are also found for people of Chinese and Negro origins. Between 1968 and 1973, Chinese immigration increased by 155% over the previous four year period. For people of Negro background, the percentage increase for the same period as the Chinese was 306%. (2)

Sharma's 1980 study from York University's Institute of Behavioural Research (York/IBR) noted the same pattern. Ninety-Five percent of immigrants came after the second world war, while 61% came after 1961, and one third in the last ten years. (3) A 1974 study, Immigration Policy Perspectives, from the Department of Employment and Immigration noted that in 1966, 76 percent of the immigrants to Canada came from Europe and 6 percent came from Asian countries. By 1973, these percentages changed dramatically. Thirty-Nine percent of the immigrants to Canada came from Europe, while 23% came from Asian countries.

Thus a comparison of countries of origin for recent immigrants with the number of immigrants leads one to conclude that a significant percentage of the recent immigrants to Canada are from visible minority groups. This report is concerned primarily with this last group of people: the visible minorities.

IMMIGRATION TO CANADA BY COUNTRY OF BIRTH

	1968-73	1946-73	1973	1974	1975	1976	1977	1978	1979
EUROPE	459,881	2,871,173	71,883	84,780	68,733	49,470	40,967	30,003	32,633
AFRICA	30,820	63,120	8,307	12,792	11,715	8,617	6,595	4,561	4,412
AUSTRALASIA	21,345	60,886	2,671	1,928	1,574	1,367	1,147	944	1,068
* NORTH AND CENTRAL AMERICA	216,840	502,228	45,946	25,147	19,268	16,494	12,755	9,713	7,821
** CARIBBEAN	(65,060)	(103,000)		24,441	18,790	15,066	11,822	8,330	6,535
SOUTH AMERICA	32,827	65,002	11,057	12,204	13,102	10,496	7,774	6,682	5,810
*** ASIA	154,864	263,278	43,193	55,290	52,624	46,482	32,904	25,332	51,740
OCEANIA	4,747	17,272	1,143	1,882	2,675	1,437	950	724	736
	921,324	3,842,963	184,200	218,464	187,881	149,429	114,914	86,289	112,062
Other (born at sea and not stated)				1				24	34
				218,465				86,313	112,096

CUMULATIVE	1946-68	1946-79
EUROPE	2,411,292	3,117,759
AFRICA	32,300	111,812
AUSTRALASIA	39,541	68,914
* NORTH AND CENTRAL AMERICA	285,388	593,426
** CARIBBEAN	(38,000)	(187,984)
SOUTH AMERICA	32,175	120,980
*** ASIA	108,414	527,650
OCEANIA	12,525	25,676

NOTES:

* Until 1973, North and Central America included the Caribbean.

** Between 1946 and 1973 the Caribbean is not tabulated separately. The numbers in parentheses indicate estimates by using country totals.

*** Asia includes the Middle East.

SOURCE: EMPLOYMENT AND IMMIGRATION ANNUAL REPORTS

VISIBLE MINORITY ESTIMATES USING COUNTRY OF BIRTH FOR FIRST TIME IMMIGRANTS

All Immigration to Canada 1946 to 1979		Estimating the Percentage of the Visible Minority First Time Immigrants -- 1946 - 79	
3,117,759	EUROPE		
111,812	AFRICA	at 90%	-- 100,000
68,914	AUSTRALASIA		
593,426	* NORTH & CENTRAL AMERICA		
(187,984)	** CARIBBEAN		-- (187,984)
120,980	SOUTH AMERICA	at 30%	-- 36,000 *****
527,650	*** ASIA	at 80%	-- 422,000
25,676	OCEANIA		-- 25,676
59	NOT STATED		
		Canada	761,660 ****
	(Assuming 40% of Canada Total)	Toronto	306,640

Notes:

* Until 1973, North and Central America included the Caribbean. Caribbean estimates are included in that column. Central America also has a population which might be included in the visible minority category, however, this estimate is not calculated here.

** Between 1946 and 1973, the Caribbean is tabulated separately. The numbers in parentheses indicate estimates by using country totals. This estimate is probably at the low end.

*** This includes the Middle East.

**** This does not include any second or third generation people since 1946.

***** This estimate of 30% is probably low for the visible minority population. Guyana, for example, has been the country of birth for a significant number of people from South American countries might be included in the visible minority population.

Note that these numbers include intended destination only, and does not account for people who have left the country, province, who are deceased or who have moved from another province.

These new groups of immigrants find that they have to learn to live and work within the systems and institutions that were established by earlier immigrant groups. However, these new groups along with Native peoples and Canadian-born minority group members, have found themselves excluded from participation in mainstream organizations and government. (4)

This exclusion from mainstream society has taken many forms. In the field of employment, immigrants have found that employers have been unwilling to consider their previous training and work experience and to recognize non-Canadian qualifications. These factors along with the demand for Canadian work experience have limited the employment opportunities for many immigrants, and particularly for the newest groups of immigrants who happen to be members of visible minority groups. Thus there exists a large degree of under-employment within these groups of people.

Not only has there been a shift in the patterns of immigration to Canada, but there has also been a shift in the demand for labour. When labour force demands required a low level of academic skills, for example in construction and blue collar jobs, many immigrants were able to find employment. The shift to a more industrialized and technological society eliminated certain kinds of employment and meant that those people with lower levels of literacy had difficulty in meeting immigration requirements and in finding employment. (5)

Immigration officials have utilized a point system for determining entry to Canada. This system has benefited people with professional and academic training and they have been more successful than less educated groups of people in gaining admission as permanent residents to Canada. However, this requirement for entry did not ensure that employment would be found, and instead an increasing number of highly trained people have found that their skills have been under-utilized. This under-utilization of skills has been noted particularly in the refusal of employers to recognize non-Canadian qualifications and work experience.

The 1975 changes in immigration policy permitted the immigration of other family members. The Indian Immigrant Aid Services has noted the impact of this change upon its client group. For example, the number of women seeking employment has increased. This increase is partly accounted for by the lower occupational and income levels of the males in their households. These women report that they are forced into factory work, to work long hours and to hold more than one job. Their wages are much lower than that received by men.

In carrying out this research on the employment and skill levels within the various groups, a number of factors were considered:

- educational levels within the group;
- previous occupation;
- present occupation;
- gender.

However, very little data existed in a form that could readily establish skill levels within a particular group. From the data sources that exist, one could make general statements and draw some conclusions. The gaps that exist in the quality of information point out the necessity of establishing a data base for the purpose of moving towards the elimination of discrimination in employment. (See Table 52: Excerpt from Manual for determining labour force availability of women and minorities).

THE VISIBLE MINORITY COMMUNITY IN METROPOLITAN TORONTO: ESTIMATING THE SIZE

Representatives and leaders of various organizations in Metropolitan Toronto have estimated the size of their communities.

Black	200,000 to 250,000
South Asian	100,000
Chinese	100,000 to 150,000
Native People	25,000
	425,000 to 525,000

If we were to use the data available in a number of research studies, we can establish lower and upper limits for the size of the visible minority population in Metropolitan Toronto and the City of Toronto. The two limits that appear to be most useful are 12 percent at the lower end and 20 percent at the higher end. Using these two limits, estimates for the City of Toronto and Metropolitan Toronto are obtained. Since the population size of the City of Toronto has not fluctuated significantly since 1976, the Census calculations which established the City's population at 682,252 will be used. The estimate for Metropolitan Toronto will be based upon Statistics Canada's estimate of 2.8 million. Estimates based on a Metropolitan Toronto population of 2.2 million are also given in parentheses.

	City of Toronto	Metropolitan Toronto
Low Limit -- 12%	81,600	336,000 (264,000)
High Limit -- 20%	136,000	560,000 (440,000)

Estimates from the community groups more closely match the higher end of these limits than the lower end. Although the estimates provided by community leaders are lower than the 20 percent Metropolitan Toronto estimates, they do not include some of the visible minority groups, for example, people of South-East Asian origins. In 1979 - 1980 close to 20,000 South-East Asian refugees had moved to Metropolitan Toronto and this type of representation is not included in the community estimates of 425,000 to 525,000. Therefore, it would appear that the size of the visible minority population in Metropolitan Toronto is close to a 20 percent level, or approximately half a million people.

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1. See Definition of terms for explanations of visible minority and white ethnics.

2. Toronto Board of Education. Draft Report of the Work Group on Multicultural Programs. (Toronto: 1975). Data derived from Statistics Canada.

3. R. D. Sharma. Trends in Demographic and Socio-Economic Characteristics of the Metropolitan Toronto Population. York University, Institute for Behavioural Research, Toronto: 1980. Research sponsored by: Planning and Development Department of the City of Toronto, Borough of Scarborough, Metropolitan Toronto Planning Department, North York Board of Education, Ontario, Ministry of Culture and Recreation.

4. C. Ramkhalawansingh, "Women and Children in Transition". The Impact of Multi-Ethnicity on Canadian Education, ed. V. D'Oyley. Urban Alliance on Race Relations, Toronto: 1977.

5. ibid.

DEFINITION OF TERMS AND EXPLANATORY NOTES

Ethnic

Visible Minority

White Ethnics

Equal Opportunity Issues Involving Visible Minorities

Inclusion of Data on the Education System

DEFINITION OF TERMS AND EXPLANATORY NOTES

Ethnic

Many people use this term to describe people whose backgrounds differ from that of the dominant culture. This usage is somewhat misleading as every person has an ethnic background including people within the dominant ethno-cultural group.

The dominant cultural group in Toronto is Anglo-Saxon. The 1971 Census of Canada found that 56.6% of Metropolitan Toronto's population had British origins, 3.6% were of French origins, and 39.9% had other ethnic origins. In 1980 the dominant cultural group in Metropolitan Toronto was still British in origin even though this percentage had declined by 7% since 1971.

Visible Minority

This phrase has been used to describe those ethnic groups whose racial characteristics make them easily identifiable. The term was first used in Toronto by individuals who were members of the Black community and who were associated with the Black Liaison Committee of the Toronto Board of Education during the early 1970's. The term visible minority parallels the description used by Michael Novak, a US scholar and leader of the white ethnic movement, in his book The Rise of the Unmeltable Ethnics (1971). In this study Novak was critical of the American melting pot approach to cultural differences.

Increasingly this term will become misleading as members of the white ethnic group, people of British ancestry, the disabled, etc. seek to identify themselves as "visible minorities". Yet, it must be remembered that there exists a dominant cultural group within Metropolitan Toronto, although people of British origin no longer constitute an overall majority of the population. Thus the term has a valid use given the overall make-up of the population and the difficulties which members of these groups have experienced and continue to experience.

Within this study "visible minorities" has meant Black, Asian (including South-Asian and South-East Asian) and Native peoples.

White Ethnics

In the early 1970's the White Ethnic Movement was organized in the United States. One of the key organizers of this Movement was Michael Novak, author of The Rise of the Unmeltable Ethnics (1971), and Director of EMPAC (Ethnic Millions Political Action Committee). "Novak coined the acronym PIGS (Poles, Italians, Greeks, Slavs) to designate the core coalition of the White Ethnic Movement".* Another key leader in this movement is Monsignor Geno Baroni head of the National Centre for Urban Ethnic Affairs at Catholic University.

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* Howard Stein and Robert Hill, The Ethnic Imperative: Examining the New White Ethnic Movement. Penn. University State Press, 1977.

The White Ethnic Movement as organized in the United States developed in response to the Black Civil Rights Movement. This organization has also expressed its concern towards the Anglo-Saxons, Jews, other improverished minorities such as Asians, Mexicans, and sexual minorities.

A Canadian counterpart to this movement does not exist. However, some of the sentiments that have been expressed by some groups against "visible minorities" in Canada claim that their ethnicity is also "visible" and that these "visible minorities" should not have privileges.

However, one suspects that the intense feelings that exist around ethnicity in the United States stem from the courts' involvement in equal opportunity issues raised by Blacks and by Spanish Americans. This involvement has largely been with school desegregation orders and contract compliance.

Equal Opportunity Issues Involving Visible Minorities

The concern for the visible minority population within the City of Toronto emerges from a history of attention to the cultural rights of various group. This is also part of a larger discussion of cultural identity, cultural pluralism, multiculturalism, multiracialism, ethnic identity, ethnicity, ethno-cultural, bi-lingualism, bi-culturalism, etc.

When the Royal Commission on Bi-Lingualism and Bi-Culturalism began its study, the focus of their work was upon the French and English language groups in Canada. However, in the late 1960's this Commission realized the implications of focussing upon only two cultures and languages. Thus Book Four was published, The Cultural Contribution of Other Ethnic Groups (1969).

The formal recognition of other cultural groups came in 1971 when Prime Minister Trudeau announced his government's multicultural policy.

> A policy of multiculturalism within a bi-lingual framework commends itself to the Government of Canada as the most suitable means of assuring the cultural freedom of Canadian.
>
> -- October 8, 1971. House of Commons.

The introduction of programs aimed at improving the rights of disenfranchised groups in Canada have been concentrated in the areas of language and education. Increasingly, stress is being placed upon employment.

The increasing role of government in the economy has been noted by many scholars. This increasing role is said to have emerged from the demands of individuals and groups for greater economic security. Until the introduction of regulation to cover issues of social concern, most areas of government regulation tended to benefit private interests, i.e. small groups of individuals and organizations. The expansion of regulation to cover public interests has received criticism from private interest groups. This criticism has usually taken the line of argument which advocated less government involvement in the economy (i.e. less regulation but not less subsidy or incentives) and which would allow competition to self-regulate the market. Yet, it would seem that government intervention to date has been necessary, particularly in areas such as occupational and health safety, food and drug standards, environmental control, transportation, etc.

The argument against free competition and no government involvement in the market place is best stated by Robert Cairns in his study on regulation for the Economic Council of Canada. Cairns states that "Competition is not the only regulatory device nor is it the only efficient one". In another report on regulation prepared for the Economic Council of Canada by Jeffrey Bernstein and Christopher Green, the observation is made that the difficulty around the choice of regulation relates to lack of agreement about the allocation of society's resources. "If all could agree to limit the use of the regulatory tool, society as whole might gain ... But the world of political reality is quite different". This lack of agreement on the role and limit of regulation has required the involvement of government in many areas of economic decision-making which had once been the domain of private interest groups.

One of these areas is the distribution of employment opportunities among all groups. Since many disadvantaged groups have been faced with limited employment opportunities, governments have been forced into establishing and requiring special programs to improve employment opportunities.

Canada has had a limited experience with special employment programs. Affirmative action programs in Canada have been most successful for war veterans and for francophones. Although the federal Cabinet ordered the preparation of action plans to increase the hiring of Native people in the federal public service, half of the 58 federal departments ignored these orders. (See Table 47) Special programs for women have been voluntary and there have been limited programs for the visible minority groups.

It would seem that programs are most often implemented when they are legislated as has been the experience in the United States. The framework for special programs in the United States was first introduced in 1941 in order to eliminate employment discrimination on the basis of race, creed, colour or national origin in those businesses receiving federal contracts.

Under Executive Order 8802, President Roosevelt introduced the framework for Contract Compliance in 1941. This order was extended and strengthened by President Eisenhower in 1953 with EO 10,479, and by President Kennedy in 1961 with EO 10,925. In 1965 President Johnson continued the use of these special programs aimed at improving the employment opportunities for women and minority groups by establishing the Office of Federal Contract Compliance (OFCC) under EO 11,246.

In Canada, most human rights legislation has offered the possibility of introducing equal opportunity programs. Seven Canadian provinces and the Federal Government provide clauses in their human rights codes which have permitted the establishment of equal opportunity or any other program aimed at eliminating past injustices. In other words Canadian legislation provides that equal opportunity programs do not contravene anti-discrimination legislation. This characteristic of Canadian legislation was pointed out by Walter Tarnopolsky, professor of law and a member of the Federal Human Rights Commission at a conference on Race and Sex Equality in the Workplace held at McMaster University in 1979.

Tarnopolsky also noted the difference in the United States approach where opponents of equal opportunity and special programs have argued that these programs limited their civil rights on an individual basis. One of the most publicised cases was Bakke, who argued that California's

Equal Protection Clause of the Fourteenth Amendment and Title VI of the 1964 Civil Rights Act were violated. Title VI provides that "no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any programme or activity receiving Federal financial assistance".

In the final analysis, the US Supreme Court and the Calfornia Appillate Court ordered Bakke's admission to Davis' medical program on the grounds that race was used as a basic criteria. However, while the Supreme Court justices argued over which specific legislation might have been violated, none seemed willing to prohibit race from being used as a factor in the establishment of special programs. Instead, the justices moved to establish procedures under which race would continue to be used as a factor in special programs. The over-riding principle in establishing programs for disadvantaged groups continued to be accepted as noted in Tarnopolsky's references to the justices: "... enabling members of disadvantaged groups to be able to come to the starting line with an (opportunity) equal to (the dominant majority)" and "... in order to treat some persons equally, we must treat them differently".

Tarnopolsky also suggests that based on Canada's past involvement with recognizing certain group rights, for example the increase in the number of francophones in the federal public service to more closely match their share of the Canadian population, affirmative action programs based on removing past inequalities are not invalid "either on legal or constitutional grounds".

As this report is going to press, The Globe and Mail reported a decision taken by the Supreme Court of Canada on an affirmative action program for Native people in Alberta (June 23, 1981). The Globe and Mail reported this decision that "an affirmative-action program would not be discriminatory against non-Indians from the same region, over-ruling legal arguments put forward by the provincial energy board (Alberta) and Alsands (consortium)". The judgement from the Supreme Court also noted that "the purpose of the plan ... is not to displace non-Indians from their employment, but rather to advance the lot of the Indians so that they may be in competitive position to obtain employment without regard to the handicaps which their race has inherited". Thus the judgement found against a lower court opinion that an affirmative action program based on racial criteria would be in breach of Alberta's Individual Rights Protection Act which was recently amended to allow for affirmative action programs.

This decision taken by the Supreme Court of Canada firmly entrenches the validity of using an affirmative action program as one mechanism for removing past inequalities.

Inclusion of Data on the Education System

Data on the public school system is very important because it provides some indications about the future generations and particularly about the labour force. Since many of these children are born in Canada or have grown up in Canada, they come to regard themselves as Canadians. These students may not have a deferential attitude towards existing institutions and systems as their parents may have had. Adults who have moved from one country to another are often more willing to rationalize their unsuccessful experiences. Young people may develop a set of expectations that differ from their parents about their rights to employment, housing and other social services. Employers will not be able to use "unfamiliarity with Canadian practices", or "non-Canadian qualifications" as reasons for not hiring young people who are visible minority group members. Planners and policy-makers must bear in mind the changing dynamics and composition of our society, particularly the expectations of youth.

Data Collection

Methodological Considerations

- Identifying people from visible minority groups.
- Identifying the working population of the City of Toronto.
- Using existing research studies.
- Determining the Employability/Skill level among the visible minority groups.
- Estimating the size of the Native population in Toronto.
- Sexist bias in research data and categories.
- Future data sources.

DATA COLLECTION

A number of organizations working with the various visible minority communities were contacted to determine the status of their data collection. We were interested in discovering the size of the various groups and the skill levels that existed within those groups. No organization recorded data in this form. While some were willing to guess at the numbers of people who were members of each group and to give some general information about the various occupations in which group members were employed, there existed no clear profile on the skill levels that existed within each community.

However, there seemed to be a general feeling that members of the visible minority community were underemployed and that they had difficulty gaining Canadian work experience in their fields. The other two major areas of difficulty with employment were the refusal to recognize non-Canadian qualifications and to consider non-Canadian work experience as previous experience in a field. These general observations were confirmed to some degree by the results of the study commissioned by the Ontario Council of Agencies Serving Immigrant (OCASI) from the Institute of Behavioural Research at York University, and referred to later on in this report as the OCASI study.

Data was also collected from the Boards of Education: the Board of Education for the City of Toronto, the Metropolitan Toronto Separate School Board, the Metropolitan Toronto School Board.

Reports from the Ministries of Culture and Recreation, and Treasury and Economics were also examined for Toronto data. At the federal level, Census data, studies from the Departments of Employment and Immigration, Secretary of State and Statistics Canada were consulted.

The Provincial Task Force on Native People in the Urban Setting was consulted as was the City's Planning and Development Department's Research Branch. A wide variety of research studies on immigration were also examined. Aside from the consultation of reports and background studies, a number of individuals at the federal, provincial, and municipal levels of government were contacted, as were individuals within the community and the university.

Methodological Considerations

The internal study of City of Toronto staff utilized six categories for its visible minority identification. These categories were: Black, Asian (e.g. Japanese, Chinese, Korean), South Asian (e.g. East Indian, African, Pakistani); South East Asian (e.g. Vietnamese, Filipino, Malaysian, Indonesian); Canadian Indian/Metis; and Inuit.

The above categories capture the majority of the population of people who have been classified as visible minorities, that is those people whose racial characteristics make them easily identifiable. People who work with various immigrant groups have noted that a number of people who come from Central and South American countries are often mistaken for Canadian Native people, and that they are subjected to similar kinds of discrimination. There is also another group of people who come from Central and South American countries and who have Black physical features. These two groups of people are not included in many of the Country of Birth calculations. This is only one type of consideration in identifying people from visible minority groups. The rest of this section of the report will outline some of the issues and difficulties that arise in attempting to identify the visible minority population in the City of Toronto.

1. Identifying People From Visible Minority Groups

The passage of various human rights legislation in Canada meant that organizations and governments limited the collection of data on certain topics, particularly racial background. The lack of data collection has meant that there exists a limited amount of information about various racial groups. In order to estimate the number of people who belong to various groups, it is possible to use three categories of information: (a) country of birth, (b) language and language background, (c) last country of residence.

None of these three indicators give "clean" information about these groups. For example, country of birth information does not include second and third generations of people who are Canadian born. This category is also limited because people may have moved from one country to another, and their children could have been born in another host country or in Canada. One example of this is Great Britian. Many people of South-Asian and Black origins who were born in other British Commonwealth countries had children who were born in Great Britian before they migrated to Canada or to other countries.

Similarly, information about language and language background gives certain limited information. For some groups, for example Chinese, and Japanese, there is a homogeneity between language and ethnic background. This is not always true for English speaking groups, such as people who migrate from the Caribbean where English is the official language of many countries. Blacks who are born in the United States or Canada also speak English. Many people of South-Asian origin speak English because English was the official language of India for many years.

Difficulties with using the last country of residence prior to migrating to Canada have already been mentioned as people come to Canada via other countries. However, in using this as a category for identifying a visible minority group, one has to be able to identify those countries from which people come, and place them into the categories that have been defined for the purposes of this study.

2. Identifying the Working Population of the City of Toronto

There are three categories of workers who have to be considered when defining the City of Toronto's working population. These three categories are: (a) City residents who work and live in the City, (b) City residents who work outside the City boundaries, (c) residents from the boroughs and outside Toronto who work within the City boundaries. These three groups of workers limit the validity of any conclusions that may be drawn about the City's workforce, unless the various populations are specified. It is almost impossible to define what constitutes the working population of the City of Toronto as we are limited by the City's geographical boundaries.

Therefore, it is more useful to examine Metropolitan Toronto data for employment and general community characteristics. (See Tables 1 and 2)

The shift to a Metro base to determine the size of the visible minority population can be made with a certain degree of confidence. York/IBR's 1980 study (Sharma) notes that in 1980 three boroughs had a majority foreign born population -- East York, 53.1%; North York, 51%; York, 52.8%. The City of Toronto had a foreign born population of 42.2% in 1980, however, 9 years earlier the percentage was 52.1%. This probably means that since 1971 the foreign born residents moved out of the City and/or there is a high percentage of second and third generation people whose parents were foreign born.

3. Using Existing Research Studies

Aside from the Toronto Board of Education and the Metropolitan Toronto Separate School Board few studies are extensive enough to provide estimates of the numbers of people who can be identified as members of the visible minority groups. Having decided to use Metropolitan Toronto as the framework for discussing the working population, we find that all borough school boards do not conduct surveys of all their students, i.e. Every Student Surveys. School Board data provides information about the students' background, particularly their language background and country of birth. A limited amount of information on parents is available, and most of that data is available from the Toronto Board of Education.

Two separate studies on the immigrant community within Metropolitan Toronto provide some useful overall information about this population. The Institute of Behavioural Research at York University conducted two studies in the fall of 1980 which will be referred to later on in this report. These studies, however, had sample sizes that were too small to provide the kind of data required to determine the employment abilities and skill levels of visible minority groups members.

Data available from the Ontario Ministry of Culture and Recreation appear to under-estimate the size of various groups. For example, their 1971 statistics show just over 63,000 Native People in Ontario. Other studies estimate this number to be 135,000 for Ontario, while estimates from the Federal Department of Employment and Immigration estimate the number of Native People in Ontario to be 350,000 in 1978. Data available from the Provincial Task Force on Native People in the Urban Setting provided an estimate of 21,000 for the size of the Native population in Metropolitan Toronto.

The 1971 data from Culture and Recreation also seem to provide low estimates for the Negro and West Indian populations in Ontario. These numbers were 18,200 and 19,526 respectively. Richmond's 1972 study of residential segregation in Metro Toronto was based on 1971 Census data and this estimated that there were between eight and fourteen thousand Blacks in Metro Toronto and as many people of Asian background. Richmond also noted that between 1969/71, one quarter of all immigrants to Canada came from Africa, Asian and

The West Indies.

4. Determining the Employability/Skill Levels Among the Visible Minority Groups

Three obvious criteria can be used to determine skill levels among the members of a visible minority group, however, this depends upon a prior ability to identify members of a particular group.

These three criteria are levels of education and training, former occupation (i.e. before coming to Canada), and present occupation. The category of former occupation can only be used for those people who lived and worked in some other country before coming to Canada. It does not include those members of a group who were born in Canada, and who might have encountered systemic discrimination which would have limited their chances of occuaptional success.

5. Estimating the Size of the Native Population in Toronto

The only accurate figure that exists for Native people is one which includes only Status Indians because the Indian Act requires that this record be kept. Status Indians account for about one third of all Native peoples, as this latter group also includes Non-Status Indians, Metis and Inuit. It is difficult to locate the Native population within the City of Toronto, therefore, it is more useful to use estimates for Metropolitan Toronto.

6. Sexist bias in Research data and Categories

Almost all data on ethnic background assumes that the two parents have the same heritage. Many researchers ask for ethnic and other descriptors for the male head of household or for the paternal side of the family, Such categorizations have obvious limitations because the mother's background is not taken into consideration.

Another area where sexist categories can be observed is in the information that exists about the wives of migrant workers. The Ontario Welcome House, an agency that works primarily with refugees, has observed that many professional women have been listed as housewives in immigration application forms, and their husbands are considered to be the member of the family that is destined for the workforce. A notification such as housewife limits the accessibility of these women to employment and language training programs as they are not regarded as workers.

Future Data Sources

1. The 1981 census contains questions which will provide information on the size of various groups in Canada. Since detailed census forms are only sent to every fifth household the sample size for the detailed information will be one out of every five households.

2. In June 1981 a study of residents' attitudes in the City of Toronto had a sample size of 1500. This study, which was authorized by City Council, asks questions about ethnic and racial background.

3. Beginning in 1981, the Board of Education for the City of Toronto may be conducting an annual Every Student Survey of all Grade Nine students. This will provide the possibility of tracking the changes in the student population on an annual basis rather than every five years.

4. The Ministry of Culture and Recreation is beginning to computerize its data on the immigrant community. This will not be done retroactively as the costs are too great. However, this will be a useful source of information in the future.

STATISTICAL APPENDIX

Summary

SUMMARY OF STATISTICAL APPENDIX

Education -- Youth

Information from the Boards of Education is included because this data provides some indicators about future generations and residents of the City of Toronto. Many of these children and young people were born in Canada or have lived in Canada for most of their lives. The fact of their Canadian citizenship and long-term residency will mean that employers will not be able to use criteria such as unfamiliarity with Canadian practices or non-Canadian qualifications as a hidden means of employment discrimination. There is a danger that employment discrimination against visible minority youth may become more overt, unless leaders within the community address themselves to this issue.

All school boards do not conduct Every Student Surveys. Of the 397,765 students attending public schools (secondary and elementary) in Metropolitan Toronto, 99,498 were registered in City-area schools in April 1980. This includes students from the Toronto Region -- Metropolitan Toronto Separate School Board, 21,070, and students registered in the Board of Education for the City of Toronto schools, 78,428. (Table 3)

Toronto Board of Education data indicate that just over 70 percent of all its students were born in Canada. The percentage for the Toronto Region-Metro Separate School Board is 72 percent. Both Boards indicate a high percentage of students for whom English is not the first language. Toronto Board of Education (1975) -- 46 percent. Toronto Region Metro Separate School Board (1981) -- 67.9 percent. (Tables 4 and 7)

A combination of country of birth and language background data indicate that in the Toronto Board of Education schools, the percentage of students belonging to visible minority groups is in the order of 15 to 20 percent (Table 4) In the Toronto Region: Metropolitan Toronto School Board the proportion of visible minority students is at least 5 percent. (Tables 7 and 8)

The Metropolitan Toronto Separate School Board does not collect data on the occupations of their students' parents. A sample of eight selected language backgrounds for the Toronto Board of Education shows that an overwhelming percentage of parents are found in the following occupations: Labourers, truck drivers, porters. Over 42 percent of all parents of students attending Toronto Board of Education schools fall into this category for both 1970 and 1975 surveys. (Tables 5 and 6)

York University/Institute for Behavioural Research and Ontario Council for Agencies Servicing Immigrants Studies

1. The results from the York/IBR survey of Metropolitan Toronto indicates a similar percentage of visible minority group members for the City of Toronto and Metropolitan Toronto. (Table 9)

2. The OCASI study which was also prepared by York/IBR noted the following:

   Education -- Thirty percent of all respondents completed their education in Canada. One third of all respondents fall into each of the three categories of educational attainment: less than Grade 10; completed Grade 13; and post-secondary training (Table 14)

   Employment -- Sixty-five percent were employed; 30 percent were listed as students or housewives; and 4 percent were unemployed. (Table 14)

   Income -- Women earned less than men. Twenty percent of all respondents had family incomes of less than $10,000, with marked representation of people born in China, Hong Kong, the West Indies, and the Netherlands. (Table 14)

Employment Difficulties -- Difficulties were most often reported by people born in India, followed by Latin America, Hong Kong, West Indies and Portugal. These difficulties were highest for people living in the inner areas of the City.

Forty-seven percent of all those employed found jobs in areas for which they were not trained. (Table 15)

The major employment difficulties were: (a) employers requiring Canadian experience, (b) employers refusing to recognize non-Canadian work experience and qualifications. These findings were verified by community leaders in the Asian and Black communities. (Table 17) (See also Tables 30 and 50)

Other Difficulties -- Other key areas of difficulty noted by immigrants were language and understanding Canadian Laws. (Table 17)

Intended Occupation, Occupational Distribution, and Educational Attainment

More than half of all immigrants to Canada are destined for the workforce. At least one quarter of these immigrants have professional or technical training and experience. However, this training and experience does not guarantee employment in their area of expertise for three major reasons: qualifications not recognized; qualifications not accepted; lack of Canadian experience. (Tables 26 and 41)

Trends in Immigration

Toronto receives 40 percent of all immigration to Canada, while Ontario receives over 55 percent. Less than 10 percent move from one province to another, and immigrants tend to move within the same municipal area. (Tables 18 to 25)

Women

Women members of visible minority groups report more employment difficulties than men. These difficulties include obtaining employment, having to work long hours at low salaries, having more than one job, and not having Canadian experience. Women members of each group are faced with higher levels of unemployment than their male counterparts. (Tables 14 and 16)

South Asian Population

The profile of a client to Indian Immigrant Aid Services which had close to 9,500 client contacts in 1980 follows this pattern:

> English speaking; male; minimum of bachelor's degree; previous training and work experience in home country between 1950-73 and many of this last group are white collar professionals who received training in the U.S. and U.K.

Since 1975, there has been an increase in the number of female clients, who are less likely to be English speaking and who are forced into factory work. (Table 50)

Native Population

There are approximately 25,000 people of Native Origins living in Metropolitan Toronto. The unemployment rate for Native people in Ontario was over 20 percent in 1978, although their participation rate in the labour force was close to 70 percent. A comparison for the rest of Ontario shows an overall unemployment rate of 7 percent and participation rate of 65 percent. (Table 48)

Native people are under-represented within public sector employment. (Tables 54 and 47)

Inventory lists from various reservations indicate that a range of skills are present within the Native community. (Table 49)

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EQUAL OPPORTUNITY

EMPLOYMENT UTILIZATION STUDY

STATISTICAL APPENDIX

City of Toronto

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INTRODUCTION

The survey of the City's workforce found that 6.7 percent (394 out of a total of 5858) of the employees who were included in the survey were identified as belonging to a visible minority group. Using guidelines from the Ontario Human Rights Commission, the visible minority group members included in this survey were people with the following background: Blacks, Asians, South Asians, South-East Asians, Canadian Indian, Metis and Inuit.

Visible Minority group members found employment most often in the clerical category (13.5%) and Professional, Managerial and Technical category (12.2%).

An attempt was made to generate comparable data on the visible minority workforce for the community at large. This was attempted in order to place the results of the City's staff survey in context.

The existing data is limited and only allows for general estimates about the size of the various groups in the workforce. In the absence of this data it is not possible to say whether the workforce matches the estimated 15 to 20 percent Visible Minority population. If this 15 to 20 percent estimate of the size of the Visible Minority population for Metropolitan Toronto is adopted some studies indicate that this range is similar for the City of Toronto.

Another reason for providing estimates for the Metropolitan Toronto areas lies in the fact that this area provides the employee base for the City of Toronto. Similarly, many of the organizations that are interested in the discrimination and difficulties that affected these groups have a Metropolitan service base.

Some of the available data on the skill levels of minority group members is located in immigration records which list educational levels of attainment and intended occupation. However, this data can only be used for minority group members who have moved to Canada. Minority group members who were born in Canada are not captured in immigration data.

Reports from the Board of Education provide information on Country of Birth and the language background of students in their respective systems. These reports do not identify a significant group of children who belong to the visible minority group. The largest group of these children are those who are English-speaking and whose parents come from Caribbean countries, or who are U.S. or Canadian Blacks.

STATISTICAL APPENDIX

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Other Difficulties -- Other key areas of difficulty noted by immigrants were language and understanding Canadian Laws. (Table 17)

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More than half of all immigrants to Canada are destined for the workforce. At least one quarter of these immigrants have professional or technical training and experience. However, this training and experience does not guarantee employment in their area of expertise for three major reasons: qualifications not recognized; qualifications not accepted; lack of Canadian experience. (Tables 26 and 41)

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Women members of visible minority groups report more employment difficulties than men. These difficulties include obtaining employment, having to work long hours at low salaries, having more than one job, and not having Canadian experience. Women members of each group are faced with higher levels of unemployment than their male counterparts. (Tables 14 and 16)

South Asian Population

The profile of a client to Indian Immigrant Aid Services which had close to 9,500 client contacts in 1980 follows this pattern:

> English speaking; male; minimum of bachelor's degree; previous training and work experience in home country between 1950-73 and many of this last group are white collar professionals who received training in the U.S. and U.K.

Since 1975, there has been an increase in the number of female clients, who are less likely to be English speaking and who are forced into factory work. (Table 50)

Native Population

There are approximately 25,000 people of Native Origins living in Metropolitan Toronto. The unemployment rate for Native people in Ontario was over 20 percent in 1978, although their participation rate in the labour force was close to 70 percent. A comparison for the rest of Ontario shows an overall unemployment rate of 7 percent and participation rate of 65 percent. (Table 48)

Native people are under-represented within public sector employment. (Tables 54 and 47)

Inventory lists from various reservations indicate that a range of skills are present within the Native community. (Table 49)

STATISTICAL APPENDIX

Tables 1 - 52

TABLE 1

1976	Square Miles	Population	
City of Toronto	37.9	682,252	
Etobicoke	48.3	288,118	
North York	68.0	543,662	
Scarborough	72.5	363,552	
York	9.1	140,401	
East York	8.2	106,110	
		2,124,095	1976*
		2,129,197	1978*
		2,800,000	1980**

TABLE 2

1971	Work Force
City residents who work in the City	242,660 (a) (297,370)*
City of Toronto residents who work in the Boroughs	92,380 (b)
Non-city residents who work in the City	260,440 (c)
Number of people who work within the City of Toronto Boundaries	503,100 (a) + (b) (529,939)***
Working population of the City, i.e. City residents who work in the City and outside the City	335,040 (a) + (b)

Source: City of Toronto Planning and Development Department; Statistics Canada;

* Ministry of Treasury and Economics, January 1980 Social and Economic Data;

** Statistics Canada, 1979 estimate for 1980;

*** Ministry of Treasury and Economics, op cit. This figure for the number of workers in Toronto probably comes from Toronto CMA (Census Metropolitan Area). For Toronto the CMA includes the following: Metro

Toronto, Acton, Esquessing, Georgetown, Milton, Oakville, Ajax, Pickering, Albion, Bolton, Brampton, Mississauga, Chinquachoussy, Port Credit, Streetsville, Toronto Gore, Aurora, King Township, Markham, Newmarket, Richmond Hill, Vaughan and Whitechurch and Stouffville.

EDUCATION DATA -- BOARDS OF EDUCATION

Tables 3 - 8

TABLE 3: EDUCATION DATA -- SCHOOL BOARDS

City of Toronto		
Board of Education for the City of Toronto	103,818	1970
	92,703	1976
	78,428	1981 (April) (a)
*Toronto Region: Metro Toronto Separate School Board	21,070	1981 (March) (b)
Total Number of Students in the City of Toronto	99,498	1981 (a) + (b)
Metro Toronto		
Metropolitan Toronto Separate School Board	94,473	1981 (April 30)
Metropolitan Toronto School Board	303,292	1981 (April 30)
Total Number of Students in the Metropolitan Toronto Area	397,765	1981

Notes: * The Toronto region of the Separate School Board does not include those students attending French schools. These students are counted in the North York region even though they may attend those French schools within City of Toronto boundaries. Students attending the French schools account for 1.4% of the student population.

Sources: Board of Education for the City of Toronto Metropolitan Toronto School Board. Metropolitan Toronto Separate School Board.

TABLE 4: BOARD OF EDUCATION FOR THE CITY OF TORONTO

Data derived from 1975 Every Student Survey, Research Reports #138 and 139. Toronto Board of Education.

1. Language Background - (1975)

Selecting students who are likely to come from those language backgrounds and who might be identified as members of visible minority groups. This grouping does not include English and this excludes a large number of students who come from countries where this is the first language, for example, Caribbean countries.

Chinese	5,794	
Korean	334	
Indian	324	
Cantonese	280	
Punjabi	257	
Hindi	235	
Jamaican Patois	204	
	7,682	approx. 7.5%

2. English Language Background of Students

	1970	1975
English - First Language - Canadian Born	54,963	42,020
English - First Language - Foreign Born	5,508	7,280
English - Second Language - Canadian Born	21,883	22,364
English - Second Language - Foreign Born	21,329	20,251
Total Number of Students 98% Response to Survey	103,818	91,915

3. Country of Birth - (1975)

China and Hong Kong	2,528	2.8%
Caribbean	4,912	5.3%
Asian and Middle East	2,312	2.5%
	9,752	10.6%
Canadian Born	64,604	70.1%

	1970	1975
4. Students Born Outside Canada	25%	30%
Students for whom English is not their First Language	41%	46%

5. Using 1970 as a base, the following patterns emerged by 1975:

(a) The number of Italian born children decreased by 50%.

(b) The number of Chinese and Hong Kong born children increased by 50%.

(c) The number of Caribbean born children increased by 50%.

Discussion of Toronto Board of Education Data

Section 1, language background of students, does not contain students whose first language is English and who come from a visible minority background. This would include certain groups of Blacks who are Canadian born, who come from the Caribbean, the US and via Great Britain. This might also include students of Asian background, for example, Hong Kong and India where English is widely used.

Section 3 lists the country of birth for those students included in the 1975 survey. This does not identify those students who are second or third generation and who are members of visible minority groups. For example, Section 1 notes 5,794 students whose language background is Chinese, while Section 3 notes only 2,528 students whose birthplace is either China or Hong Kong.

Sections 4 and 5 note the increasing number of students for whom English is not a first language and who come from countries/backgrounds which may place them in the visible minority background.

On the basis of these research reports, it is possible to estimate that the percentage of students who can be identified as belonging to visible minority groups is probably in the order of 15 to 20 percent.

Occupational Levels of Students' Parents in Toronto Board of Education Schools by Language Background

The two following tables (Tables 5 & 6) are extracted from the 1975 Every Student Survey of students in Toronto Board of Education Schools. Students from the Separate School Board Schools which are located in the City are not included in these data.

The data account for the occupations of parents and not for their skill or training. It is also based on language background as identified by students. This means that the data are subject to the same limitations that any data using language background have. The eight selected groups total 7,682 students or just over 7.5% of the total student population. Since this breakdown is based on language group it excludes all English speakers who fall into the visible minority designation, for example, students who come from or whose parents come from the Caribbean.

Aside from the limitations of these data, it is noteworthy that an overwhelming percentage of the parents of these students, i.e. head of households (usually male heads of households), are located in Blishen's occupational category #2 - labourers, truckdrivers and porters. When all students in the Toronto Board of Education school system are considered, just over 42% of their parents fall into this category in both 1970 and 1975 surveys.

The Metropolitan Toronto Separate School Board does not collect occupational data on parents.

TABLE 5

HEAD OF HOUSEHOLD'S OCCUPATION FOR STUDENTS OF VARIOUS LANGUAGE BACKGROUNDS EXPRESSED AS A PERCENTAGE

(Excerpted from Table 4 - 1975 Every Student Survey, Report #139, Toronto Board of Education)

	LANGUAGE GROUPS							
Occupational category*	Chinese (N=5794)	Korean (N=334)	Indian (N=324)	Cantonese Uncla. (N=280)	Punjabi (N=257)	Japanese (N=254)	Hindi (N=235)	Jamaican Patois (N=204)
1	5.1	6.0	4.6	5.0	5.1	3.9	4.7	6.9
2	55.5	20.7	40.4	47.9	40.1	37.4	32.3	51.5
3	3.9	7.8	8.0	2.1	10.5	5.5	7.2	15.7
4	2.3	6.0	9.6	0.4	12.8	1.2	5.5	2.9
5	6.2	7.5	13.6	4.3	5.4	9.1	11.1	7.4
6	14.2	23.4	5.9	12.9	5.4	8.7	9.8	4.9
7	1.1	2.7	0.9	1.1	1.2	5.5	3.8	2.0
8	1.4	3.9	2.8	1.4	1.9	11.0	4.3	0.5
9	2.6	7.5	6.2	2.9	4.7	14.2	14.9	0.5
10	1.5	0.3	0.0	5.0	1.2	0.4	0.4	0.0
11	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.5
12	1.0	6.3	1.9	2.5	0.0	0.8	0.9	1.0
13	2.7	3.9	2.5	6.1	10.9	1.6	3.0	2.9
14	1.9	3.9	3.4	3.9	0.4	0.8	2.1	3.4
15	0.4	0.3	0.0	4.6	0.4	0.0	0.0	0.0
16	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL PER CENT	99.9	100.2	100.1	100.1	100.0	100.1	100.0	100.1

* See Appendix for category description.

** Students in each language group include both those who have the language as their mother tongue and those who learned the language at the same time as English.

Table 6

SOCIO-ECONOMIC CODES FOR HEAD OF HOUSEHOLD
(COMPARISON WITH 1970 EVERY STUDENT SURVEY REPORT NO. 91)

Category Number	Blishen's Category	Category Description	Per Cent		Number in 1975	
			'70	'75	Elem.	Sec.
1		No information or unknown	2.86	4.78	2301	2130
2	25-31.99	Labourers, truck drivers, porters	42.74	42.01	27018	11931
3	32-34.99	Bartenders, sheetmetal workers, repairmen	7.68	6.05	3934	1676
4	35-38.99	Sales clerks, jewellers, stationary engineers, machinists	4.97	3.10	1939	938
5	39-42.99	Pressmen, printing workers, electricians, members of the armed forces, clerical occupations	9.27	9.16	5242	3251
6	43-49.99	Actors, tool and diemakers, medical and dental technicians, embalmers, real estate salesmen	6.09	8.52	4865	3034
7	50-54.99	Musicians, stenographers, athletes	4.35	2.90	1777	910
8	55-65.99	Clergymen, various owners and managers, insurance salesmen, librarians	4.68	4.62	2806	1474
9	66-76.99	Teachers, professional engineers, physicians, computer programmers, air pilots	8.00	8.41	5345	2453
10		Pensioner, retired, workman's compensation, disabled or ill*	.70	1.16	390	690
11		Welfare, mother's allowance	.37	.18	104	65
12		Adult training or re-training	.64	.68	491	136
13		Unemployed	3.15	3.42	2401	770
14		Mother only, housewife	4.40	4.64	2994	1303
15		Respondent on his/her own	.09	.16	6	144
16		Group home head* (e.g. social worker, etc)	--	.20	75	110
TOTAL PER CENT			99.99	99.99		
TOTAL NUMBER			103,818	92,703	61688	31035

* Not specifically coded in 1970.

Source: Excerpted from Every Student Survey, 1975, Toronto Board of Education.

TABLE 7: TORONTO REGION: METRO SEPARATE SCHOOL BOARD

Country of Birth			1980 - 81	
Canada	72%			
Other Countries	27%	....	5,785 students	(27.2%)
		1 year or less	427	2.0%
		1 to 2 years	241	1.1%
		2 to 3 years	226	1.0%
		3 to 4 years	298	1.4%
		5 or more years	4,001	18.9%
		No records	592	2.8%
			5,785	27.2%

Country of Birth

Philippines	494	2.3%
Hong Kong	42	.1%
Korea	34	.1%
India	28	.1%
China	11	
Ecuador	234	1.1%
Columbia	46	.2%
Chile	50	.2%
Brazil	55	.2%
Argentina	36	.1%
Mexico	19	
Peru	18	
Central America	17	
Other South America	52	.2%
Angola	64	.3%
Other African	22	.1%
Kenya	1	
Zambia	1	
South Africa	11	

Egypt	3	
Lebanon	2	
Viet Nam	23	.1%
Other Asian	9	
Indonesia	2	
Ceylon	1	
Japan	1	
Uraguay	15	
Haiti	9	
Dominican Republic	3	
Trinidad and Tobago	71	.3%
Jamaica	63	.2%
Guyana	54	.2%
Other West Indies	18	
Barbados	1	

TABLE 8: TORONTO REGION: METRO SEPARATE SCHOOL BOARD

Language Background	(1980 - 81)	
Total Number of Students in Toronto Region	21,070*	
Philippine	485	2.3%
Chinese	167	.7%
Korean	51	.2%
Other Asian	33	.1%
Punjabi	9	
Japanese	4	
	749	3.55%
Portuguese	7,655	36.3%
Italian	4,028	19.1%
Spanish	697	3.3%
English Language Background		32.2%
Other than English as Language Background		67.8%

Note: * Students attending French language schools in the City of Toronto region are not included in these language background calculations.

DEMOGRAPHIC AND SOCIO-ECONOMIC TRENDS IN METRO TORONTO (YORK-IBR STUDY)

OCASI STUDY ON IMMIGRANT NEEDS IN METRO TORONTO

TABLES 9 - 17

Research Studies Prepared by York University/Institute for Behavioural Research (York/IBR)

In September 1980 two separate studies were conducted by York/Institute for Behavioural Research. The first was Trends in Demographic and Socio-Economic Characteristic of the Metropolitan Toronto Population and this study was sponsored by the City of Toronto (Planning and Development), Borough of Scarborough, Metro Toronto Planning Department, North York Board of Education, Ministry of Culture and Recreation. This study will be referred to as the York/IBR study. The second study which will be referred to as the OCASI study, Immigrant Needs in Metro Toronto was sponsored by the Ontario Council of Agencies Serving Immigrants. The analysis and both reports were written by R.D. Sharma.

(a) Population Estimates

The York/IBR study had a sample size of 3041 of which 836 respondents were City of Toronto residents. The sample was limited to adults over 18 years of age. The study reported the following:

TABLE 9

		City	Metro
1. Birthplace from non-European Countries, i.e. excluding Canada, USA, and Europe	Males	16.4%	16.3%
	Females	10.2%	11.6%

		City	Metro
2. Self-reported ethnicity			
	Black	3.2%	4.2%
	Asian	7.4%	7.3%
	White	86.5%	85.2%
	Not Stated	2.9%	3.3%

3. 1980 Estimate of Metropolitan Toronto Population -- 2.8 million
1976 City of Toronto population -- 682,252
(City Population Size Stable Since 1976)

(b) Estimating Skill Levels

The four following tables were cross tabulations provided from the YORK/IBR study. They were prepared to give an occupational distribution for respondents. Percentages and numbers are given by sex, level of schooling and by occupational group. These tables have to be used with extreme caution as the sample size is too small from which to make reliable statements. They are provided here only to give a description of the respondents in a particular study.

Table 10

FEMALE RESPONDENTS

	Managerial	Professional & Semi-Prof	Clerical & Sales	Services	Primary Industry	Processing Machining	Construction	Trans-port	ROW TOTAL
BLACK	2	8	29	7	0	3	0	2	51
	3.9	15.7	56.9	13.7	0.0	5.9	0.0	3.9	5.0
	2.5	3.5	5.6	7.2	0.0	4.2	0.0	8.7	
	0.2	0.8	2.8	0.7	0.0	0.3	0.0	0.2	
ASIAN	5	20	22	3	0	4	0	0	54
	9.3	37.0	40.7	5.6	0.0	7.4	0.0	0.0	5.3
	6.2	8.8	4.2	3.1	0.0	5.6	0.0	0.0	
	0.5	1.9	2.1	0.3	0.0	0.4	0.0	0.0	
WHITE	73	191	458	79	5	57	3	17	883
	8.3	21.6	51.9	8.9	0.6	6.5	0.3	1.9	85.9
	90.1	84.5	87.9	81.4	100.0	79.2	100.0	73.9	
	7.1	18.6	44.6	7.7	0.5	5.5	0.3	1.7	
NOT STATED	1	12	12	8	0	8	0	4	40
	2.5	17.5	30.0	20.0	0.0	20.0	0.0	10.0	3.9
	1.2	3.1	2.3	8.2	0.0	11.1	0.0	17.4	
	0.1	0.7	1.2	0.8	0.0	0.8	0.0	0.4	
COLUMN TOTAL	81	226	521	97	5	72	3	23	1028
	7.9	22.0	50.7	9.4	0.5	7.0	0.3	2.2	100.0

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

Categories: Number within ethnic group
% distribution within ethnic group
% distribution among ethnic groups
% distribution by ethnic group and industry

NOTE: SAMPLE SIZE TOO SMALL TO DRAW CONCLUSIONS

TABLE 11

MALE RESPONDENTS

	Managerial	Professional & Semi-Prof	Clerical & Sales	Services	Primary Industry	Processing Machining	Construction	Trans-port	ROW TOTAL
BLACK	6	6	8	5	3	24	11	3	66
	9.1	9.1	12.1	7.6	4.5	36.4	16.7	4.5	5.4
	3.6	3.1	2.8	4.9	50.0	8.7	11.0	3.0	
	0.5	0.5	0.6	0.4	0.2	1.9	0.9	0.2	
ASIAN	7	34	18	8	0	44	0	0	111
	6.3	30.6	16.2	7.2	0.0	39.6	0.0	0.0	9.0
	4.2	17.3	6.4	7.8	0.0	15.9	0.0	0.0	
	0.6	2.8	1.5	0.6	0.0	3.6	0.0	0.0	
WHITE	151	149	247	87	3	191	86	93	1007
	15.0	14.8	24.5	8.6	0.3	19.0	8.5	9.2	81.8
	89.9	76.0	87.3	85.3	50.0	69.0	86.0	93.9	
	12.3	12.1	20.1	7.1	0.2	15.5	7.0	7.5	
NOT STATED	4	7	10	2	0	18	3	3	47
	8.5	14.9	21.3	4.3	0.0	38.3	6.4	6.4	3.8
	2.4	3.6	3.5	2.0	0.0	6.5	3.0	3.0	
	0.3	0.6	0.8	0.2	0.0	1.5	0.2	0.2	
COLUMN TOTAL	168	196	283	102	6	277	100	99	1231
	13.6	15.9	23.0	8.3	0.5	22.5	8.1	8.0	100.0

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

Categories: Number within ethnic group
% distribution within ethnic group
% distribution among ethnic groups
% distribution by ethnic group and industry

NOTE: SAMPLE SIZE TO SMALL TO DRAW CONCLUSIONS

TABLE 12

Variables: SEX, ETHNICITY, YEARS OF FULL TIME SCHOOLING

	FEMALE RESPONDENTS				
	Less than 5 years	5 to 8 years	9 to 12 years	13 years and over	ROW TOTAL
BLACK					
Number within ethnic group	0	7	27	25	59
% distribution within ethnic group	0.0	11.9	45.8	42.4	3.6
% distribution among ethnic groups	0.0	4.6	3.9	3.4	
% distribution by ethnic group and level of schooling	0.0	0.4	1.7	1.5	
ASIAN	0	3	22	67	92
	0.0	3.3	23.9	72.8	5.7
	0.0	2.0	3.1	9.0	
	0.0	0.2	1.4	4.1	
WHITE	25	131	631	630	1417
	1.8	9.2	44.5	44.5	87.4
	100.0	86.8	90.0	84.5	
	1.5	8.1	38.9	38.8	
NOT STATED	0	10	21	23	54
	0.0	18.5	38.9	42.5	3.3
	0.0	6.6	3.0	3.1	
	0.0	0.6	1.3	1.4	
COLUMN TOTAL	25	151	701	745	1622
	1.5	9.3	43.2	45.9	100.2

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

NOTE: SAMPLE SIZE TOO SMALL TO DRAW CONCLUSIONS

TABLE 13

Variables: SEX, ETHNICITY, YEARS OF FULL TIME SCHOOLING

	MALE RESPONDENTS				
	Less than 5 years	5 to 8 years	9 to 12 years	13 years and over	ROW TOTAL
BLACK					
Number within ethnic group	0	12	28	29	69
% distribution within ethnic group	0.0	17.4	40.6	42.0	4.9
% distribution among ethnic groups	0.0	9.0	5.3	4.0	
% distribution by ethnic group and level of schooling	0.0	0.9	2.0	2.1	
ASIAN	0	5	33	87	125
	0.0	4.0	26.4	69.6	8.9
	0.0	3.7	6.3	12.0	
	0.0	0.4	2.3	6.2	
WHITE	20	110	444	592	1116
	1.7	9.4	38.1	50.8	82.9
	100.0	82.1	84.6	81.3	
	1.4	7.8	31.6	42.1	
NOT STATED	0	7	20	20	47
	0.0	14.9	42.6	42.5	3.3
	0.0	5.2	3.8	2.7	
	0.0	0.5	1.4	1.4	
COLUMN TOTAL	20	134	525	728	1407
	1.4	9.5	37.3	51.7	100.0

SOURCE: York/Institute for Behavioural Research, 1981
Toronto Area Survey

NOTE: SAMPLE SIZE TOO SMALL
TO DRAW CONCLUSIONS

OCASI Study

The 1980 study commissioned by OCASI (Ontario Council of Agencies Serving Immigrants) from YORK/IBR provides some very useful information about Metropolitan Toronto's immigrant population. During the fall of 1980, 558 people who had lived in Canada for more than three years were interviewed. This sample excluded people from the United Kingdom, United States of America, Australia and South Africa. The study notes a substantial increase in immigration to Canada from the third world countries since 1965, i.e. China, Hong Kong, India, Pakistan, Latin America, and the West Indies.

TABLE 14

(a) Education

- 30% of all respondents completed their education in Canada.
- one third of all respondents received less than Grade 10 education.
- one third of all respondents completed Grade 12
- one third of all respondents had post-secondary training.

(b) Employment

1. Income
    - women earned far less than men.
    - 20% had family incomes less than $10,000
    - one third of those born in China, Hong Kong, Netherlands and the West Indies reported family incomes less than $10,000.
2. Level of Employment
    - less than 4% were unemployed
    - 30% were reported as housewives or students
    - 65% of all respondents were employed

3. Occupational Level

- 23% worked in white collar jobs, over representation of people from Germany and Hong Kong.
- 41% worked in clerical, sales and services occupations, with an over-representation of people from Greece in the services.
- 36% worked in blue collar occupations with a high representation of people from Italy and Portugal.

4. Employment and Skill Levels

The OCASI study found that 47% of their respondents worked in jobs for which they were not trained. A higher percentage of people from countries in the Third World cited this than did immigrants from Eastern, Western and Southern Europe. (See Table 15). The under-employment of members of the visible minority groups along with failure to recognize non-Canadian work experience are also cited by the Indian Immigrant Aid Services which had over 9,000 client contacts in 1980. (See Table 49)

TABLE 15: IMMIGRANTS ENTERING CANADA DURING 1977 OR EARLIER
-- METRO TORONTO SURVEY

Percent Reporting in the Job of their Training by Birthplace

Birthplace	Working at a job for which they were trained	Working at a job for for which they were not trained	Tota
Eastern & Western Europe	56.9 (41)	43.1 (31)	100 (72)
Southern Europe	57.9 (73)	42.1 (53)	100 (126)
Third World	47.0 (70)	53.0 (79)	100 (149)
Others	53.2 (84)	46.8 (74)	100 (158)
TOTAL	53.1 (268)	46.9 (237)	100 (505)

Source: OCASI STUDY (YORK/IBR, 1980), Table 3.8

TABLE 16: UNEMPLOYMENT RATES, BY MOTHER TONGUE AND SEX -- METROPOLITAN TORONTO, 1976

	Male	Female	Total
English	6	7	6
French	7	8	7
Chinese	8	7	8
Greek	5	7	6
Italian	4	6	5
Spanish	7	9	8
Portuguese	5	5	5
Eastern European	5	7	6
Indo Pakistani	9	15	12
All Mother Tongues	6	7	6

Source: Special Tabulation, Statistics Canada, 6001-00218A-2B -- 1976 Census.

Chart taken from: WORKING PAPERS FOR FULL EMPLOYMENT - Social Policy Perspectives on Employment. Working Paper #1: Unemployment in Toronto: Hidden and Real. Social Planning Council of Metropolitan Toronto. February 1980. Table #5.

5. Employment Difficulties

- 47% were employed in jobs for which they were not trained.
- Underemployment is a predominant problem.
- Employment difficulties were highest among those born in India, followed by Latin America, Hong Kong, West Indies, and Portugal.
- Difficulties with language and with jobs were reported by a higher proportion of immigrants in the inner areas of the City.
- Although job difficulties usually decline as the length of stay in Canada increases, a substantial proportion of residents who have been in Canada since 1956 reported employment difficulties.
- More women than men report job difficulties, i.e. getting jobs, not having Canadian experience, long hours, low pay, having more than one job.

Based on the analysis of responses the OCASI study also provided some general estimates for the Metropolitan Toronto population. These numbers are excerpted directly from the study and provided in Table 17.

TABLE 17

General Difficulty	
Language	101,000
Education	20,000
Employment	131,000
Employment	
Getting a Job	65,000
Having qualifications recognized	49,000
Not having enough Canadian experience	61,000
Having to work long hours	79,000
General Areas	
Understanding Spoken English	123,000
Writing English	206,000
Reading English	91,000
Speaking English	114,000
Ethnic or racial discrimination	60,000
Understanding Canadian laws	110,000
Dealing with people of different cultures	75,000
Finding affordable housing	90,000

Note: The lowest area of difficulty noted is within the field of Education, and credit can be given to the various school boards for the massive expenditure of funds and the revision in programmes and policies to accommodate the needs of their student population. The Toronto Board of Education has probably implemented the most comprehensive programmes of any board of education or institution in Canada.

ASSORTED TABLES ON IMMIGRATION TRENDS
FOR TORONTO,
THE PROVINCE OF ONTARIO,
AND CANADA

Tables 18 - 25

TABLE 18

IMMIGRATION TO CANADA BY COUNTRY OF BIRTH

	1968-73	1946-73	1973	1974	1975	1976	1977	1978	1979
EUROPE	459,881	2,871,173	71,883	84,780	68,733	49,470	40,967	30,003	32,633
AFRICA	30,820	63,120	8,307	12,792	11,715	8,617	6,595	4,561	4,412
AUSTRALASIA	21,345	60,886	2,671	1,928	1,574	1,367	1,147	944	1,068
* NORTH AND CENTRAL AMERICA	216,840	502,228	45,946	25,147	19,268	16,494	12,755	9,713	7,821
** CARIBBEAN	(65,060)	(103,000)		24,441	18,790	15,066	11,822	8,330	6,535
SOUTH AMERICA	32,827	65,002	11,057	12,204	13,102	10,496	7,774	6,682	5,810
*** ASIA	154,864	263,278	43,193	55,290	52,624	46,482	32,904	25,332	51,740
OCEANIA	4,747	17,272	1,143	1,882	2,675	1,437	950	724	736
	921,324	3,842,963	184,200	218,464	187,881	149,429	114,914	86,289	112,062
Other (born at sea and not stated)				1				24	34
				218,465				86,313	112,096

CUMULATIVE	1946-68	1946-79
EUROPE	2,411,292	3,117,759
AFRICA	32,300	111,812
AUSTRALASIA	39,541	68,914
* NORTH AND CENTRAL AMERICA	285,388	593,426
** CARIBBEAN	(38,000)	(187,984)
SOUTH AMERICA	32,175	120,980
*** ASIA	108,414	527,650
OCEANIA	12,525	25,676

NOTES:

* Until 1973, North and Central America included the Caribbean.

** Between 1946 and 1973 the Caribbean is not tabulated separately. The numbers in parentheses indicate estimates by using country totals.

*** Asia includes the Middle East.

SOURCE: EMPLOYMENT AND IMMIGRATION ANNUAL REPORTS

TABLE 19: CANADIAN REFUGEE PROGRAMS

1947 - 1957	Post-War European movement	186,510
1956 - 1957	Hungarian movement	37,149
1968 - 1969	Czechoslovakian movement	11,943
1970	Tibetan movement	228
1972 - 1973	Ugandan Asian movement	7,069
1973 - 1979	Special South American program	7,016
1975	Cypriots Special program	700
1975 - 1976	Special Vietnamese/Cambodian program	9,060
1976	Iraq Kurdish movement	98
1976 - 1977	Angola/Mozambique Returnes	2,100
1976 - 1979	Lebanese Special program	11,321
1978	Argentine Political Prisoner program	9
1979- 1980	South East Asian Refugee Program	39,615*

(* Total to April 1980. This figure represents approximately two thirds of a two year program authorizing the acceptance of 60,000 South-east Asian refugees.)

Source: Report prepared by Ontario Welcome House

TABLE 20: IMMIGRATION BY COUNTRY OF BIRTH -- SELECTED COUNTRIES, 1946 - 1973

China	67,976
Hong Kong	31,291
Japan	15,400
Philippines	32,559
Pakistan	9,702
Sri Lanka	2,598
Africa	28,825*
Asian	35,527**
West Indies	115,760
	407,852
Total Immigration to Canda	3,842,963
Total Immigration to Ontario from outside of Canada	2,031,521

* Excluding South Africa
** Excluding Middle East

Source: Annual Report, 1973. Table 12. Department of Employment and Immigration.

ONTARIO

Earlier in this report, it was noted that approximately 40% of all immigrants to Canada identify Toronto as their intended place of residence. Just over half of all immigrants to Canada migrate to Ontario. Three years in Canada (1969) noted that less than 10% of immigrants move from one province to another, therefore it is probably safe to assume that people of visible minority backgrounds who have migrated to Ontario over the past few years have been based to a large degree in Metropolitan Toronto.

TABLE 21

	Ontario(1969)	Canada
Total No. of Immigrants		161,531
Immigrant Labour Force	45,808	84,349
Countries of Origin (1969)		
Hong Kong and Taiwan	5,610	3.5%
India	6,736	4.2%
Philipines	3,138	1.9%
West Indies	13,803	8.6%

Source: Three Years in Canada (1969)

TABLE 22

Immigrants Destined for Ontario	
1979	46,257
1980	61,950

In 1980, one quarter of these immigrants to Ontario were refugees. The largest groupings of immigrants were:

From United Kingdom	15%	
From Viet Nam	15%	
From Caribbean and Guyana	10%	(1980)

Source: Immigrant Arrivals to Ontario, 1980 Ontario, Ministry of Culture and Recreation

TABLE 23: TORONTO AS INTENDED DESTINATION (Metro Toronto) ARRIVALS BY COUNTRY OF LAST PERMANENT RESIDENCE.

Last Quarter of 1980

United Kingdom	3,314	South Asia	1,288
Portugal	1,860	Hong Kong	1,384
Italy	359	Taiwan	164
Greece	289	Korea	297
Eastern Europe	1,433	Philippines	798
Other Europe	1,044	Viet Nam	2,165
Caribbean and Guyana	2,758	Laos	392
Central and South America	907	Cambodia	66
Israel	560	Other South East Asia	269
Iran	278	Other Asia	847
Other Middle East	363	United States	1,020
North Africa	149	Other	378
South Africa/ Zimbabwe	517		
Other Africa	340	TOTAL FOR LAST QUARTER OF 1980	23,239

Source: Ministry of Culture and Recreation, Ontario

TABLE 24: TORONTO AS INTENDED DESTINATION, 1974 - 1979 (Metro)

1974	87,802	
1975	78,730	
1976	59,634	
1977	46,398	
1978	32,912	
1979	36,638	
	342,114	Toronto Total
	869,098	Canadian Total

Toronto immigration as a percentage of all immigration to Canada between 1974 and 1979:	39%

Source: Employment and Immigration Annual Reports.

TABLE 25: TORONTO -- ONTARIO WELCOME HOUSE

Settlement Assistance	1978 - 1979	1979 - 1980
Settlement Assistance	11,457	27,000
Indo-Chinese Refugees	491	10,000

By May 1980, Toronto had received 16,383 Indo-Chinese refugees or approximately 43.6% of all the South East Asian Refugees. In addition to the numbers that are listed as destined for Toronto, Ontario Welcome House has been receiving an additional 200 to 300 requests per month. Ontario Welcome House suggests that there are approximately another 4,000 Indo-chinese refugees to Toronto in addition to those who have indicated Toronto as their destination. These refugees had gone to another part of the country and for various reasons have moved to Toronto.

INTENDED OCCUPATIONS OF IMMIGRANTS

Tables 26 - 30

TABLE 26: IMMIGRATION TO CANADA BY INTENDED OCCUPATION

	1946 - 1973*	1974 - 1979
Managerial	41,776	27,628**
Professional	328,734	84,095***
Clerical	223,079	
Commercial & Financial	75,990	
Service & Recreation	233,764	
Transport & Communication	39,509	
Agricultural	204,435	
Fishing, Trapping, Logging	16,541	
Mining	17,199	
Manufacturing, Mechanical Construction	609,023	
Labourers	167,981	
Others	27,536	
Total Workers	1,985,567	379,803
Total Non-Workers	1,857,396	489,295

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* Taken from 1973 Annual Report from Employment and Immigration

** Managerial includes entrepreneurs

*** Included in the professional category for these years are occupations in the Natural Sciences, Engineering and Mathematics, Social Sciences, Religion, Teaching, Medicine and Health, Artistic, Literary and Performing Arts, Sport and Recreation Specialists.

TABLE 27

Intended Occupations for Ontario-Bound Immigrants (1980)

Workers	58%
non-workers (spouses, children, students)	42%

Breakdown of Immigrant Labour Force Population (Ontario - 1980)

Manufacturing, Mechanical, operating	20%
Professional and technical	13%
Clerical	10%
Sales and Service	9%
Other Workers	35%
Other occupations	varied from 4% to less than 1% for each of other categories.

Source: Immigrant Arrivals to Ontario, 1980. Ministry of Culture and Recreation, Ontario.

Three years in Canada, followed a sample of immigrants over three years beginning in 1969. Sample size for the study was 2,037 across Canada. The study noted the reasons for not being in intended occupation.

Three tables are provided. Table 28 notes the field of intended occupation, Table 29 notes the occupations after the first and third years, and Table 30 provides reasons for not being in intended occupations.

TABLE 28: DISTRIBUTION BY INTENDED OCCUPATION OF IMMIGRANT SAMPLE AND IMMIGRATION LABOUR FORCE

	Immigrant Sample 1969		Immigrant Labour Force 1969	
Groups of Intended Occupation	Number	%	Number	%
Managerial & Entrepreneurs	81	4.0	2,566	3.0
Professional & Technical	674	33.1	26,883	31.9
Clerical	235	11.5	12,222	14.5
Sales	97	4.8	3,287	3.9
Service & Recreation	122	6.0	9,060	10.8
Transportation & Communication	27	1.3	932	1.1
Farmers & Farm Workers	66	3.2	2,283	2.7
Loggers	2	0.1	115	0.1
Fishermen, Trappers & Hunters	-	-	17	0.0
Miners & Quarrymen	10	0.5	389	0.5
Craftsmen, Production Process & Related Workers	660	32.4	23,443	27.8
Labourers	40	2.0	2,018	2.4
Others			1,134	1.3
Not Reported	23	1.1	-	-
Total	2,037	100.0	84,349	100.0

Source: Table A.5 Three Years in Canada (CIPS Canada: Employment Immigration, 1974)

TABLE 29

	After One Year	After Three Year
Managerial, Professional & Technical	39	44
Clerical & Sales	13	14
Service & Recreation	10	9
Craftsmen, etc.	28	26
All other	10	7
TOTAL	100	100
Not Stated	8	23

Source: From Table 3.2 Occupational Distribution of Immigrants (percentage distribution)

TABLE 30

	Total		
Reasons	After One Year	After Two Years	After Three Years
Intended Job Not Available	21	22	19
Qualifications Not Recognized	14	14	17
Qualifications Not Accepted	8	9	7
Lack of Canadian Experience	22	21	19
Language Problems	16	13	8
Chose different job	11	12	22
Other Reasons	8	9	8
TOTAL	100	100	100

Source: From Table 3.6 *Three Years in Canada*
(Canada: Employment and Imigration, CIP Study, 1974

ETHNIC COMPOSITION OF CANADA AND ONTARIO

LEVEL OF ATTAINED SCHOOLING AND
OCCUPATIONAL DISTRIBUTION FOR SELECTED GROUPS
(Selection based on available data)

TABLES 31-39

TABLE 31: NATIONAL STATISTICS
ETHNIC COMPOSITION OF CANADA

	1961		1971	
British Origin	7,996,669	43.9%	9,624,115	44.6%
French	5,540,346	30.4%	6,180,120	28.7%
Other European	4,116,849	22.6%	4,959,680	23.0%
Asian	121,753	0.7%	285,540	1.3%
Native Peoples	220,121	1.2%	313,100	1.5%
Negro	32,127	0.2%	34,445	0.2%
Others and Not Stated	210,382	1.1%	171,645	0.8%
TOTAL	18,238,247	100.0%	21,568,310	100.0%

Source: Royal Commission on Bi-lingualism and Bi-Culturalism
Book IV: Contribution of Other Ethnic Groups (1969);
Canada Year Book 1976-1977

TABLE 32: 1971 ONTARIO POPULATION STATISTICS

Total Ontario Population:	7,703,105
Chinese Background	39,325
East Indian (May be also classified as Asian)	39,920
Indo Pakistani	22,445
Other	8,475
Japanese (May be also classified as Asian)	15,600
Native Indian (May be also classited with Indian and Eskimo)	62,415
Eskimo	760
Negro	18,200
West Indian	19,560
Other and Unknown	92,285

(Other groups classified in this list are: Austrian; Belgian; British Isles; Byelorussian; Croatian; Czech; Danish; Estonian; Finnish; French; German; Greek; Hungarian; Icelandic; Italian; Jewish; Latvian; Lithuanian; Netherlands; Norwegian; Polish; Portuguese; Romanian; Russian; Serbian, Slovak, Slovenian, Spanish, Swedish, Ukrainian, Syrian-Lebanese, Yugoslav)

According to the above 1971 figures, there are 226,700 visible minority people in Ontario.

Source: Ontario Ministry of Culture and Recreation.

TABLE 33: OCCUPATIONAL FIELDS IN ONTARIO (1971)
TOTAL POPULATION

	Male	Female	Total
All Occupations	2,151,775	1,202,585	3,354,360
Managerial, Administrative Related	131,700	25,370	157,070
Natural Sciences, Engineering, Mathematics	97,260	7,690	104,950
Social Sciences and Related	19,985	12,800	32,785
Religion	6,445	790	7,235
Teaching and Related	52,175	76,325	128,500
Medicine and Health	30,610	93,750	124,360
Artistic, Literary, Recreational, Related	24,325	9,865	34,100
Clerical and Related	176,320	413,955	590,275
Sales	217,695	102,800	320,495
Service	190,255	165,675	355,930
Farming, Horticultural Animal Husbandry	110,145	32,645	142,790
Fishing, Hunting, Trapping and Related	1,090	95	1,185
Forestry and Logging	11,050	600	11,650
Mining and Quarrying (Including oil and gas)	19,590	150	19,740
Processing	99,370	23,810	123,180
Machining and Related	117,630	9,930	127,560
Product Fabricating, Assembling, Repairing	210,680	67,560	278,240
Construction Trades	206,520	2,160	208,680
Transport Equipment Operating	116,635	4,005	120,640
Materials Handling and Related	62,295	21,750	84,045
Other Crafts and Equipment Operating	39,780	6,340	46,120
Other Occupations	64,570	11,600	76,170
No Stated Occupation	145,725	112,925	258,650

Source: Ontario, Ministry of Culture and Recreation, 1971

TABLE 34: OCCUPATIONAL FIELDS IN ONTARIO (1971) -- ASIAN

	Male	Female	Total
All Occupations	34,345	20,430	54,785
Managerial, Administrative, Related	1,584	265	1,850
Natural Sciences, Engineering, Mathematics	4,455	425	4,880
Social Sciences and Related	365	310	675
Religion	55	10	65
Teaching and Related	1,570	1,010	2,580
Medicine and Health	1,905	3,690	5,595
Artistic, Literary Recreational, Related	365	145	510
Clerical and Related	3,345	6,625	9,970
Sales	2,995	1,145	4,140
Service	5,615	2,425	8,040
Farming, Horticultural Animal Husbandry	400	110	510
Fishing, Hunting Trapping and Related	5	--	5
Forestry and Logging	45	5	50
Mining and Quarrying (including oil and gas)	80	--	80
Processing	740	245	985
Machining and Related	1,700	95	1,795
Product Fabricating, Assembling, Repairing	3,180	1,310	4,490
Construction Trades	925	5	930
Transport Equipment Operating	540	20	560
Materials Handling and Related	435	265	700
Other Crafts and Equipment Operating	500	85	585
Other Occupations	825	190	1,015
No Stated Occupation	2,720	2,040	4,760

Source: Ontario, Ministry of Culture and Recreation (1971)

TABLE 35: OCCUPATIONAL FIELDS IN ONTARIO (1971)
NATIVE INDIAN AND ESKIMO

	Male	Female	Total
All Occupations	10,735	4,685	15,420
Managerial, Administrative, Related	160	85	245
Natural Sciences, Engineering, Mathematics	185	25	210
Social Sciences and Related	85	50	135
Religion	15	-	15
Teaching and Related	70	135	200
Medicine and Health	105	285	390
Artistic, Literary Recreational, Related	185	30	215
Clerical and Related	450	985	1,435
Sales	350	170	520
Service	950	1,200	2,170
Farming, Horticultural Animal Husbandry	450	115	565
Fishing, Hunting, Trapping and Related	95	5	100
Forestry and Logging	860	70	930
Mining and Quarrying (Including oil and gas)	200	5	205
Processing	535	90	635
Machining and Related	500	45	545
Product Fabricating, Assembling, Repairing	705	315	1,020
Construction Trades	1,626	15	1,640
Transport Equipment Operating	600	25	625
Materials Handling and Related	320	65	385
Other Crafts and Equipment Operating	150	25	175
Other Occupations	455	60	515
No Stated Occupation	1,675	890	2,565

Source: Ontario, University of Culture and Recreation (1971)

TABLE 36: LEVEL OF SCHOOLING ATTAINED:
ASIAN POPULATION IN ONTARIO (1971)

(Five years of age and over, full time school attendance.)

		% of Ontario Total	% of Group Total
TOTAL	28,500	100.0	25.27
Elementary	16,090	56.46	14.27
Secondary	6,455	22.65	5.72
Post-Secondary (Non-University)	1,005	3.53	0.89
University Only (With or Without Degree)	4,290	15.05	3.80
University and Other Training	600	2.32	0.59

Source: Ontario, Ministry of Culture and Recreation (1971)

TABLE 37: LEVEL OF SCHOOL ATTAINED: NATIVE POPULATION IN ONTARIO

(Five years of age and over, full time school attendance.)

		% of Ontario Total	% of Group Total
TOTAL	19,535	100.00	30.92
Elementary	15,240	56.46	24.12
Secondary	3,690	18.89	5.84
Post-Secondary (Non-University)	360	1.84	0.57
University Only (With or Without a Degree)	220	1.13	0.35
University and Other Training	30	0.15	0.05

Source: Ontario, Ministry of Culture and Recreation (1971)

TABLE 38: LANGUAGE BACKGROUND OF SELECTED GROUPS IN ONTARIO (1976) (First Language Learnt)

Chinese	35,320
Indo-Pakistani	15,345
Japanese	3,905
Native	1,465
	56,035

Source: Ontario, Ministry of Culture and Recreation

TABLE 39: EDUCATIONAL LEVELS OBTAINED BY LANGUAGE BACKGROUND FOR INDIVIDUALS OVER THE AGE OF 15 IN ONTARIO (1976)

	Less Than Grade 9	Grades 9 to 13	Post-Secondary Excluding University	University
Chinese 28,990	6,740	9,425	3,360	9,470
Indo-Pakistani 14,395	1,935	3,735	2,155	6,565
Japanese 3,385	715	1,335	385	950
Native 1,155	290	400	160	305

Source: Ontario, Ministry of Culture and Recreation
(Data Extracted from 1976 Census)

SOUTH EAST ASIAN REFUGEES: INTENDED OCCUPATIONS AND EDUCATIONAL LEVELS

TABLES 40 - 41

TABLE 40: SOUTHEAST ASIAN REFUGEES
INTENDED OCCUPATIONS -- JANUARY 1, 1979 - APRIL 18, 1980

	Number	Percentage
New Worker	6,672	16.8
Entrepreneur	3	.01
Managerial/Admin	98	0.3
Science/Eng & Rel	297	0.7
Religion	6	.02
Teaching Related	454	1.1
Medicine-Health	541	1.4
Arts/Sport/Recrtn	210	0.5
Clerical Related	992	2.5
Sales	451	1.1
Service	668	1.7
Farming	282	0.7
Fish/Forest/Mines	88	0.2
Processing	749	1.9
Machining & Rel	478	1.2
Fabricating & Repair	4,919	12.4
Construction	795	2.0
Other Workers	1,071	2.7
Students	4,475	11.3
Housewives	3,686	9.3
Other Non-Worker	12,680	32.0
Total	39,615	100.0

Source: IndoChinese Refugees - South East Asian Refugee Program. Preliminary Statistical File, prepared by Ontario Welcome House, based on data from Canada: Employment and Immigration Commission.

TABLE 41: SOUTH EAST ASIAN REFUGEES - EDUCATION
JANUARY 1, 1979 - APRIL 18, 1980

	Number	Percentage
No Education	10,392	26.2
Secondary or Less	25,415	64.1
Formal Trade Cert.	1,625	4.1
Other Non-University	458	1.2
Some University	1,133	2.9
Bachelor Degree	461	1.2
Some Post Graduate	27	.07
Master's Degree	39	.19
Doctorate	57	.1
Total	39,615	100.0

Source: Indo-Chinese Refugees - South East Asian Refugee Program. Preliminary Statistical File, prepared by Ontario Welcome House, based on data from Canada Employment and Immigration Commission.

NATIVE POPULATION

TABLES 42 - 49

NATIVE POPULATION

In 1976, the Public Service Commission of Canada estimated the Native population of Canada to be just over 800,000. Data gleaned from the files of the Ontario Task Force on Native People in Urban Setting suggests that there are other estimates. The national and provincial figures suggested by Employment and Immigration for 1977-78 are 2 million and 350,000 respectively. On the other hand the Department of Secretary of State provides 3.8 million and 829,000 as their national and Ontario figures. Other figures suggest that the Ontario figure for Status, Metis and Non-Status Indians is closer to 135,000 of which just over 21,000 live in Metropolitan Toronto.

Limited data exist on the occupational distribution and education of Native people in Ontario, and particularly in Metropolitan Toronto. The 1971 occupational distribution chart provided from Culture and Recreation sources lists only 15,420 native people in Ontario, while their educational figures include 19,535. It is likely that most of the people listed in these two charts are Status Indians.

Some other data are also available to show the occupations filled by Status Indians on reserves. The inventory lists note that a variety of skills were all available on short notice.

While these data sources are all different and are based on a variety of assumptions, they provide some indication that there exists a wide range of skills within the Native community. It is difficult to tell how these skills translate to an urban setting.

TABLE 42: NATIVE POPULATION

Ontario	1978	Metis and Non-Status Indians	117,000
	1998	Metis and Non-Status Indians plus Status Indians	139,110

Status Indians	- two thirds live on reserve - one third live off reserve and in urban areas (22,700).
Non-Status Indians	- three quarters live in urban areas.

Source: Ken Svenson, "Forecasting the Native population on Ontario", submitted to the Ontario Task Force on Native People in Urban Setting.

TABLE 43

Metro Toronto - 28.6% of all urban Natives (Ontario)

	- 1978	21,333
	- 1997	38,901
Urban Natives In Ontario	- 1978	75,487
	- 1998	137,665
Labour Force Participation (Over Age 15)	- 1978	55%
	- 1998	68%

Source: Native Council of Canada and CEIC (Employment and Immigration Commission)

TABLE 44: ESTIMATES OF THE NATIVE POPULATION IN ONTARIO (1977-1978)

	Employment and Immigration Estimate	Secretary of State Estimate
CANADA	2 million	3.8 million
ONTARIO	350,000	829,000

Source: From files of the Ontario Task Force on Native People in Urban Setting.

TABLE 45: NATIVE EMPLOYMENT (1976)

	Total Population		Unemployment
Canada	23,180,000	100.00%	8.6%
Status Indians	288,938	1.25%	Over 60%
On Reserve	181.869	0.8%	50-90%
Off Reserve	107,069	0.5%	45-65%
Non Status Indians and Metis	520,000	2.2%	?
Innuit	18,413	0.1%	91%

# of Reserves in Canada	2,274
% of Status Indians living on reserves and crown lands	70%
Total number of Native employees in the Federal Public Service	2,500
Number of Native employees in Operational and Administrative Support (secretaries, clerks maintenance)	2,145
Number of Native employees in Officer level positions	355
Total number of Officer level positions in the Federal Public Service	72,000

Source: CASNP (June 1978) Bulletin
Public Service Commission data

TABLE 46: NATIVE EMPLOYMENT

	1973-74	1974-75
Indian Population in Survey	162,112	98,520
No. of reserves in survey	2,104	377

Total Number of reserves in Canada - 2,274 with 70% of status Indians.

	1973-74	1974-75
Average Income per employed indian	$1,959	$1,780

Activities	Number	% of Survey	Number	% of Survey
Primary (Agriculture, Fishing, Wildlife, Minerals	14,796	9.1	5,080	5.2
Labourer	9,405	5.8	2,510	2.6
Arts and Crafts	5,533	3.4	2,603	2.6
Industrial, Commercial Real Estate	2,837	1.8	1,900	1.9
Band Government	1,966	1.2	1,565	1.6
Tourist Industry and Commercial Recreation	1,279	0.8	526	0.5
Professional (Teachers, Lawyers, Doctors, Nurses, Engineers, etc.)	511	0.3%	319	0.3
Other	3,601	2.2	2,052	2.1
Total Employed In Survey	39,928	24.6	16,555	16.8
Total Unemployed In Survey	122,184	75.4	81,965	83.2
TOTAL	162,112	100.0	98,520	100.0

TABLE 47: NATIVE EMPLOYMENT

Report to Cabinet notes that although 58 government departments and agencies were ordered to produce reports or action plans on Native hiring, half of them ignored these orders. Blame is attributed to apathetic bureaucrats.

Although $10 million has been spent since 1978, it has produced little impact on Native hiring.

- 4% of Canadian population is composed of Indians, Metis or Innuit, but only 2,500 Natives or less than 1% of the work force are civil servants.
- In the north, Native people make up 60% of the population but only 14% of the civil service. Most of the positions in which they are hired are seasonal or at the bottom of the pay scale.
- Of 1,856 Natives identified in 10 Government departments only two are in senior management.

Source: Globe and Mail (February 23, 1981, p.3)
"Apathy blamed for failure of Native hiring policy".

TABLE 48

	Ontario Population 1977	Metis and Non-Status Population 1978
Working Age Population	74.9% 6,278,000	42.4%
Participation Rate	64.4%	71.8%
Unemployment Rate	7.0%	23.1%

Source: Task Force on Native People In
Urban Setting, Ontario (From Task Force Files)

TABLE 49: NATIVE EMPLOYMENT

The following occupations were found in the inventory list for people who were available for work on the listed reserves: Whitefish, Sheshegwaning, Sheguindah, Sucker Creek, West Bay, Wickwemiking.

Chief

Band Administration

Waterworks

Garbage Disposal

Librarian

Community and Health Worker
Caretaker

Planners

Secretary

Labourers

Rough Carpenters

Loggers

Miner

Construction

Counsellor

Clerk/Typist

Nurses

Hairdressers

Short Order Cook

Truckdrivers

Guides

Housekeepers

Machine Operators

Handyman

Electrician
Plumber

Motel Manager

Recreation Counsellor

Policeman

Audio-visual Coordinator

Audio-visual Technician

Book-keeper

Cashier

Chef

Welfare Administrator

Lands and Estates Administrator

Curators

Researchers

Source: From the files of the Ontario Task Force
On Native People in Urban Setting

SOUTH ASIAN POPULATION

TABLES 50 - 51

TABLE 50: SOUTH ASIAN POPULATION

Estimates of the South Asian population provided by Indian Immigrant Aid Services note that in 1978 there were approximately 250,000 across Canada, and 100,000 of these people were resident in the Metropolitan Toronto area.

People of South Asian background come from the following countries: India, Pakistan, Bangladesh, Sri Lanka, East Africa, Guyana, Trinidad, Fidji, Singapore, South Africe, Uganda.

Indian Immigrant Aid Services works with people from India, Pakistan, Bangladesh, East Africa, West Africa, Sri Lanka, and to a lesser extent Trinidad and Tobago, and Guyana. The profile of a typical client to the centre is as follows:

- English speaking
- Male
- Minimum of a Bachelor's degree
- Previous training and work experience in home country.
- Majority migrated between 1950-73, and of those people many are white collar professionals who received training in the United States and Great Britain.
- Many have experienced overt and covert discrimination.

The 1975 change in immigration law led to the increase in other family members. This affected the above profile in the following way:

- Increase in the number of women
- Lower educational levels than the males (usually incomplete high school)
- Women are pushed into factory work
- Women are less likely to be English speakers.

The number of client contacts for this Centre follows:

1978	1979	1980
7,529	7,327	9,427

The most serious problem faced by this group of people is under-employment. Discrimination takes the form of employers refusing to accept experience other than Canadian work experience as valid work experience.

Source: Anver Garda, Executive Director,
Indian Immigrant Aid Services. Toronto (1981)

TABLE 51

The attached sheet lists the number of services and businesses that cater directly to the Indian community. This information was gleaned from the IIAS directory and summarized to show the degree of professional and other skills that exist in the community.

Physicians (General Practitioners)	31
Physicians (Specialist)	18
Lawyers	20
Accountants	11
Social Workers	15
Business - Clothing, Carpets Gifts, Handicrafts	34
Printers	8
Graphics	2
Jewellers	3
Dryers and Cleaners	16
Auto-repair, Driving Schools Service Stations	8
Travel Agents/Services	18
Restaurants	28
Food Stores	61
Insurance Agents	42
Real Estate Agents	9
Cinemas	7

Source: Indian Community Information Directory 1978

GUIDE TO DETERMINING LABOUR FORCE AVAILABILITY

The attached guide was prepared by the U.S. Department of Health, Education and Welfare in order to assist those employers who receive federal contracts to determine the workforce availability of women and minority groups. These guidelines are part of the contract compliance information issued to federal contractors.

TABLE 52

TABLE 52(A): WORKFORCE AVAILABILITY

- currently employed in the occupation
- qualified but currently employed in another occupation
- trained in the occupation
- members of the experienced civilian work force
- experienced but unemployed
- licensed or registered
- available or promotable from within
- trainable.

TABLE 52(B): DETERMINING AVAILABILITY

- Determine detailed occupational classification of the job
- Is labour market national or local?
- Is detailed occupation listed in census report?
- Obtain data from other sources
- Are data useful?
- Use census data for next larger occupational classification.
- Are sex and minority groups given?
- Determine geographic limits of local labour market
- Is data given for local area?
- Use data for next larger labour market?
- Is sex distribution given?
- Are numbers of minorities given?
- Compute preliminary percentages.
- Make necessary adjustments for biases and omissions in data

TABLE 52(C): Office of Civil Rights will use the following criteria in evaluating the completeness of contractor availability data:

- Are data given by detailed occupation wherever that is useful?
- Are data provided on each minority for both sexes, not just total minorities and totals for each sex?
- Is evidence shown that efforts were made to contact an appropriate number of statistical organizations?
- Has census data been used when other sources have not been useful?
- Has local labour market been geographically defined and justified?
- Have people in other industries been considered part of the availability pool for an occupation, not just people in the contractor's industry?
- Have data been summarized and presented so that statistical procedures can be validated.

TABLE 52(D): Office of Civil Rights will use the following criteria in evaluating the accuracy of contractor availability data:

- Is the detailed occupational classification of the job correct?
- Do data contain obvious biases or omissions?
- Are data resonably current? If not, have efforts been made to update the data?
- If a sample has been conducted, have the universe, sample size, level of precision, response rate, etc., been described?
- When data are unobtainable, has the composition of the next large labour market area been used as an estimate for the availability of women?
- When data are unobtainable, has the composition of the next larger occupation been used as an estimate for the availability of minorities?

SOURCE: Manual for determining the Labor Market Availability of Women and Minorities. US Department of Health Education and Welfare. Office of the Secretary, Office for Civil Rights.
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